



PURAVANKARA



Sustainability Report
2024-25



PURAVANKARA



Artistic impression of Provident Winworth, Kerala

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Executive Summary

The Puravankara Group Sustainability Report 2024–25 marks a milestone Golden Jubilee year, offering an overview of the Group’s Environmental, Social, and Governance (ESG) journey over the past years. This report brings together the collective achievements and initiatives of both [Puravankara Limited](#) (PL) and its subsidiary [Provident Housing Limited](#) (PHL), reflecting our continued leadership across India’s real estate sector and our unwavering commitment to sustainable and responsible growth. Here are the key highlights:

Company Overview: Puravankara Group has cemented its place as a trusted industry leader, with a strong presence across nine major cities and more than 90 completed projects, delivering over 52 million sq. ft. of developed area. The Group’s strategic expansion during FY 2024–25 included flagship launches in Mumbai, new acquisitions in Western India, and continued delivery of high-quality residential and commercial spaces. This aligns with a pivotal shift in the Indian real estate sector, where the market for green buildings is projected to reach \$85 billion by FY32, driven by a growing consumer preference for energy-efficient and ESG-compliant living spaces. Our subsidiaries, including Provident Housing Ltd and Purva Land, address these diverse market needs from mid-income to luxury housing and plots, ensuring future-ready value for our stakeholders.

Reporting Standards: The report is aligned with GRI Standards, covering material areas related to the economy, environment, people, and human

rights. It is organised into environmental, social, governance, and economic sections, with a Global Reporting Initiative (GRI) Index for easy navigation.

ESG Integration: Guided by the “You Philosophy”, the Group has integrated ESG principles into every stage of operations, from site selection and design to construction and handover. Our sustainability blueprint is delivered through responsible procurement, greenhouse gas reduction, energy-efficient designs, and a robust governance framework, ensuring long-term value for homeowners, investors, employees, and communities.

Sustainability Goals 2030: The Group has advanced towards its 2030 ESG goals, including expanding green building certifications, reducing energy and water consumption, moving towards zero waste to landfill, and increasing the use of recycled and sustainable materials. Projects are aligned with IGBC, GRIHA, and EDGE certification standards, with specific targets for gender diversity, training, and stakeholder engagement.

Environmental Initiatives: Key milestones include comprehensive climate and energy strategies, water stewardship through rainwater harvesting, wastewater recycling, and innovative use of alternative materials. The Group continues to reduce its carbon and water footprint, achieve high rates of waste recycling, implement renewable energy, and promote urban biodiversity through targeted mapping at select sites.

Social Impact: Across the Group, employee well-being, diversity, and inclusion are prioritised, with group-level gender diversity advancing towards target levels. Zero fatalities, increased training hours, and award-winning social impact initiatives, such as educational scholarships and community development, showcase the Group's people-first approach. Strong relationships with customers are maintained through transparent processes and dedicated CRM teams, resulting in high customer satisfaction and zero non-compliances in customer health, safety, and privacy.

Governance: A robust ethical and governance framework supports risk management, regulatory compliance, and strategic oversight from a diverse and independent Board. Policies covering ethics, anti-corruption, diversity, and data protection underpin resilient growth. The Group was recognised with several national awards for excellence in brand, delivery, and social impact during the reporting year.

As the Puravankara Group celebrates 50 years of excellence, the 2024–25 Sustainability Report reaffirms our dedication to responsible business, stakeholder value creation, and driving positive impact in the communities we serve. Our Golden Jubilee year is not just a celebration of the past, but a renewed commitment to building a sustainable future for all.



Artistic impression of Purva Atmosphere, Bengaluru

Abbreviations

ASTM	American Society for Testing and Materials
BBMP	Bruhat Bengaluru Mahanagara Palike
BBS	Behavioural-Based Safety
BIS	Bureau of Indian Standards
C&D	Construction and Demolition
CAPA	Corrective And Preventive Actions
CEO	Chief Executive Officer
CFL	Compact Fluorescent Lamp
CFO	Chief Financial Officer
CIDC	Construction Industry Development Council
CGWB	Central Ground Water Board
CHRO	Chief Human Resources Officer
CPCB	Central Pollution Control Board
cPVC	Chlorinated Polyvinyl Chloride
CRM	Customer Relationship Management
CSD	Customer Service Department
CSR	Corporate Social Responsibility
CTO	Consent to Operate
CX	Customer Experience
DG	Diesel Generator
EHS	Employee Health And Safety
EMM	Enterprise Mobility Management
EMS	Environmental Management System

EPFO	Employees' Provident Fund Organisation
ESG	Environmental, Social, and Governance
EV	Electric Vehicle
FDI	Foreign Direct Investments
FM	Facilities Management
FY	Financial Year
GDV	Gross Development Value
GGBS	Ground Granulated Blast Furnace Slag
GHG	Greenhouse Gas
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
GRIHA	Green Rating for Integrated Habitat Assessment
HIRA	Hazard Identification and Risk Assessment
HO	Head Office
HQ	HeadQuarters
HVAC	Heating, Ventilation, and Air Conditioning
IE	International Efficiency
IGBC	Indian Green Building Council
ISO	International Organisation for Standardization
JV	Joint Venture
KMP	Key Managerial Personnel
KRA	Key Responsibility Area

LED	Light Emitting Diode
LEED	Leadership in Energy and Environmental Design
LPG	Liquified Petroleum Gas
MIS	Management Information Systems
MoEFCC	Ministry of Environment, Forest and Climate Change
MOU	Memorandum of Understanding
NABL	National Accreditation Board for Testing and Calibration Laboratories
NGO	Non-Governmental Organisation
OHS	Occupational Health and Safety
OPC	Ordinary Portland Cement
PCB	Pollution Control Board
PIC	Person-in Charge
PM	Particulate Matter
PoSH	Prevention of Sexual Harassment
PPC	Portland Pozzolana Cement
PPE	Personal Protective Equipments
PUC	Pollution Under Control
PVC	Polyvinyl Chloride
RERA	Real Estate Regulatory Authority
RTA	Registrar and Transfer Agent
SAP	Systems, Applications & Products in Data Processing
SCoC	Supplier Code of Conduct
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India

SFDC	Sales Force Dot Com
SOA	Statement of Accounts
SPOC	Single Point of Contact
SMACNA	Sheet Metal and Air Conditioning Contractors' National Association
STP	Sewage Treatment Plant
uPVC	unplasticized Polyvinyl Chloride
VOC paints and tiles.	Volatile Organic Compounds
YoY	Year on Year

UNITS

CO ₂	Carbon dioxide
cum	Cubic meter
kg	Kilogram
kL	kilo Litres
km	Kilometer
kWh	kiloWatt hour
microgram /m ³	Microgram per cubic meter
mm	Millimeter
MWh	Mega Watt hour
nos.	Numbers
RMT	Running Metre
Sq. Ft.	Square foot
Sq.m	Square meter
tCO ₂ e	tonnes of carbon dioxide equivalent

Acknowledgement

We extend our sincere gratitude to Dr. Gopiprasad S, Ms. Meha Singhvi, Ms. Archana Kuri, Ms. Niharika Bajaj, Ms. Grandhi Devi Sridevi, Mr. Chetan Awhade, Mr. Sant Kumar Pandey, Mr. Manoj Kumar Ekka, Ms. Sharadhi, Mr. Karthikeyan, Ms. Minol, Mr. Vinay Kerur, Ms. Soumya Prakash, Mr. Dhruva Ghosh, Mr. Arvind Singh, Mr. Sudip Chatterjee, Mr. Abhinav Kanchan, Ms. Pallavi Kar for their invaluable contributions to the successful completion of this report. Their commitment, expertise, and collaborative efforts, along with the support of participants from the site offices, have been instrumental in producing this Sustainability Report.

All data and information reported are as provided by the PL (South & West) and PHL teams. The trademarks and logos used are the property of the Puravankara Group.

The report's concept, design, and content developed by SAGE Sustainability, a certified B Corp organisation.



Artistic impression of Provident Kenvista, Pune



Artistic impression of Provident Botanico, Bengaluru



Artistic impression of Purva Somerset House, Chennai

A Unified Vision for the Future

Message from the Chairman

Message from the Managing Director

Message from the CEO- South

Message from the CEO- West & Commercial
Assets



Message from the Chairman



From our humble beginnings in Mumbai in 1975 to establishing our headquarters in Bengaluru and expanding our footprint across nine cities, Puravankara has emerged as a leader in India's real estate industry, built on the pillars of trust, transparency, and timely delivery.

Dear Stakeholders,

The financial year 2024–25 marks a significant milestone as we celebrate the golden jubilee of our journey, completing 50 years of excellence in the real estate sector. I am deeply grateful to everyone who has been part of our journey and remain committed to the promising horizon ahead with confidence, optimism, and purpose. From our humble beginnings in Mumbai in 1975 to establishing our headquarters in Bengaluru and expanding our footprint across nine cities, Puravankara has emerged as a leader in India's real estate industry, built on the pillars of trust, transparency, and timely delivery.

Guided by our "You Philosophy", we continue to keep our customers at the heart of everything we do. Through the years, we have earned the trust of our stakeholders across residential and commercial real estate, while making sustainability an integral part of our purpose and progress. Recognising that real estate is a resource-intensive sector, we consistently strive to ensure that our operations are environmentally and socially responsible through efficient operations, sustainable procurement and a people-centric approach governed by our robust ethical governance framework.

I am delighted to present our Group Sustainability Report for FY 2024–25, which captures the collective sustainability journey of Puravankara Limited and Provident Housing Limited. The report outlines our performance, key initiatives, and best practices across the Environmental, Social, and Governance (ESG) spectrum. It also highlights our progress towards achieving the ESG Goals 2030, reflecting our ongoing commitment to creating long-term value for all stakeholders.

As we look ahead, we remain dedicated to innovation, sustainability, and excellence, continuing our pursuit of building a sustainable world where people can truly live their dreams.

Best Wishes,

Mr. Ravi Puravankara
Founder & Chairman
Puravankara Group

Message from the Managing Director



With people at the heart of everything we do,
we take immense pride in fostering a diverse
and inclusive workplace.

Dear All,

I am pleased to present the Puravankara Group Sustainability Report for FY 2024-25, which highlights our ESG performance and progress during the year. This year marks a significant milestone as we celebrate 50 years of a remarkable journey built on trust, innovation, and excellence. Over the past five decades, Puravankara has evolved into one of India's most respected and admired real estate brands.

In FY 2024-25, the Group delivered strong operational and financial performance, achieving pre-sales of ₹5,006 crore with a sales volume of 5.67 million square feet. Sales realisation rose by 10% year-on-year to ₹8,830 per square foot, while collections stood at ₹3,937 crore, up 9% from the previous year.

The launch of our flagship project, Purva Panorama, in Thane, Mumbai, with a development potential of 3 million square feet and an estimated GDV of ₹4,000 crore, further strengthening our portfolio. The company is well-positioned for substantial growth in its Western portfolio.

Alongside our business growth, sustainability continues to be a guiding principle shaping every aspect of our operations. We remain steadfast in our commitment to responsible environmental practices, ethical governance, and the well-being of our communities.

Our initiatives are directed towards reducing carbon emissions through sustainable

building design, achieving green building certifications, renewable energy adoption, and enhancing overall resource efficiency. We have implemented comprehensive air and dust pollution control measures across our developments to reduce emissions and improve air quality.

With people at the heart of everything we do, we take immense pride in fostering a diverse and inclusive workplace. We are equally proud that board diversity now stands at 28.6%.

Through our CSR initiatives, we continue to create shared value for society and the environment by developing public parks and medians, undertaking afforestation and water conservation projects, supporting education through scholarships and research programmes, and promoting para sports.

As we enter our Golden Jubilee year, we look ahead with renewed ambition driven by bold investments, disciplined execution, and an unwavering commitment to creating long-term value for our stakeholders, our communities, and the planet.

Best Wishes,

Mr. Ashish R. Puravankara
Managing Director
Puravankara Group

Message from the Chief Executive Officer – South



We have strengthened our strategic focus on product diversification, deepening of ESG practices and deployment of capital.

Dear Stakeholders,

It gives me immense pleasure to present the Sustainability Report 2024–25 of the Puravankara Group, which collectively highlights the sustainability performance and initiatives of Puravankara Limited and Provident Housing Limited.

Puravankara completed a glorious 50 years of excellence, laying a strong foundation built on trust, quality, and innovation. Building on this legacy, in FY 2024–25 we strengthened our strategic focus on product diversification, and disciplined capital deployment.

As our business continues to expand, our focus extends beyond building homes to building a sustainable and inclusive future. Guided by our ESG goals and roadmap, we continuously monitor our progress across environmental stewardship, social inclusion, and governance excellence. Sustainability is embedded in every stage of our operations, ensuring that both our processes and developments are responsible and future-ready.

From FY 2024–25 onwards, all new projects undertaken by the Group are mandated to pursue green building certification, reaffirming our commitment to sustainable development.

We also remain deeply committed to the well-being of all our stakeholders, including employees, customers, suppliers, and communities, by providing employee welfare and training programmes, robust customer relationship management, and long-term supplier partnerships built on trust and transparency.

Guided by a distinguished Board and a resilient governance framework, we are well positioned to capitalise on the real estate industry's growth trajectory, which is currently expanding at 9 to 10 percent annually. As we look ahead, we are committed to upholding our core values while accelerating the growth journey to become stronger and more impactful in the years to come.

Best Wishes,

Mr. Mallanna Sasalu
Chief Executive Officer – South,
Puravankara Group

Message from the Chief Executive Officer – West & Commercial Assets



We have a robust governance framework that seamlessly integrates ESG principles into our business operations. This holistic approach strengthens our ability to mitigate risks, ensure regulatory compliance, and drive sustained growth.

Dear Stakeholders,

I am proud to present the Sustainability Report 2024–25 of the Puravankara Group, marking a milestone year as we celebrate our Golden Jubilee. Over the past five decades, we have not only built enduring spaces but also a legacy rooted in trust, transparency, and excellence.

At Puravankara, our unwavering commitment to quality forms the cornerstone of our success. We follow well-established Standard Operating Procedures (SOPs) that ensure superior construction standards and exceptional customer experiences.

This year, as in previous years, we were honoured with several awards and recognitions for our achievements in brand excellence, social impact, residential development, and customer experience.

At Puravankara, business growth is intrinsically linked with sustainability that leads us to continuously expanding ESG practices across the western region. We follow a structured environmental management approach, aligned with best practices in energy efficiency, sustainable design, resource optimisation, and biodiversity conservation.

On the social front, we have established clear systems, policies, and practices to promote equitable workplaces, maintain safe operations, and address stakeholder concerns effectively.

We have a robust governance framework that seamlessly integrates ESG principles into our business operations. This holistic approach strengthens our ability to mitigate risks, ensure regulatory compliance, and drive sustained growth. Looking ahead, our unwavering focus on strong fundamentals positions us to deliver sustainable, profitable growth as we evolve into a future-ready organisation.

Best Wishes,

Mr. Rajat Rastogi
CEO– West & Commercial Assets
Puravankara Group



Artistic impression of Purva Meraki, Bengaluru

About This Report & Our Group

An Introduction to the Puravankara Group

Our Reporting Approach

2024-25 Sustainability Highlights

Message from the Head of ESG



An Introduction to the Puravankara Group

With a legacy that began in 1975, Puravankara Limited proudly marks its Golden Jubilee, celebrating 50 remarkable years of redefining real estate in India. As the flagship company of the Puravankara Group, headquartered in Bengaluru, it has grown into one of the most recognised and trusted real estate companies in the country, continuing a legacy of innovation, quality, and excellence in the industry.

Puravankara Limited (PL) has established a strong presence across nine cities, including Bengaluru, Chennai, Coimbatore, Goa, Hyderabad, Kochi, Pune, Mumbai, and Mangaluru. Over the years, Puravankara Limited has successfully completed more than 90 projects, delivering 52.74 million sq. ft. of developed area. In FY 2024-25, the organisation delivered 2,510 units covering 3.09 million sq. ft., while continuing to build its future pipeline with over 24,117 homes under construction and 36.8 million sq. ft. under development. The organisation has been honoured with nearly 200 awards, recognising its excellence in creating homes and properties.

Guided by the mission, "To create a sustainable world where people can live their dreams," Puravankara places people at the centre of everything it does, upholding a steadfast commitment to responsible operations by actively monitoring its environmental footprint across key parameters such as energy, water, and GHG emissions, and using these insights to drive ongoing reduction initiatives.

The Puravankara Group comprises several subsidiaries, each catering to specific market needs. Puravankara specialises in luxury and premium housing, while Provident serves the mid-income segment. Purva Land addresses plotted developments, and Purva Streaks offers bespoke interior solutions. Starworth Infrastructure and Construction Ltd. (SICL) delivers tech-enabled project execution, and Propmart Technologies Limited provides a comprehensive digital platform for property solutions and expert guidance.

Provident Housing Limited (PHL), established in 2008 as a wholly owned subsidiary, is a large-scale community developer that addresses the needs of mid-income homeowners by offering exceptional value within the residential segment. The company addresses the diverse residential needs of homebuyers, with a strong focus on aspirational home ownership. With over 16 years of experience in building homes and communities, it has established a strong market presence across nine cities, completing 15.72 million sq. ft. and currently executing 12.22 million sq. ft. of ongoing projects, setting benchmarks in trust and excellence within the residential sector. In FY 2024-25, Provident achieved sales of 2,970 residential units, covering a total area of 2.83 million sq. ft. Customer focus lies at the core of Provident Housing Limited's operations. This guiding principle shapes every aspect of the company's work, from design to handover, ensuring a consistently enhanced customer experience and homes that elevate lifestyles by offering more.

Group Companies



THE “YOU” PHILOSOPHY

At Puravankara, all our endeavors revolve around just one entity – our customers.

Their need, dreams and aspirations are pivotal to our decisions.

We call this The “You” Philosophy.

Membership and Associations



Awards and Recognition

PURAVANKARA



- Luxury Real Estate Project of the Year, The Times Real Estate Conclave & Awards, 2025
- 15th CIDC Viswakarma Awards, Achievement award for creating social development and impact, Apr-2024
- Luxury Project of the Year, ET Achievers, Sep-2024
- Vijaya Karnataka Award 2024 Achievers of Bengaluru
- Best Brands 2024

PROVIDENT HOUSING LIMITED



- ET Now- Best Brands Conclave - Best Realty Brand, Jul-2024
- Realty+ Women Icon Conclave 2024 - Women Achievers in Marketing, Sustainability, and Construction & Infrastructure, Jul-2024
- Carbon Offset Confirmation, Conrad Bengaluru by Hilton - Provident Housing Limited, Aug 2024
- Quantic 4th Edition CX Excellence Awards 2024 - Customer Excellence Award, Aug 2024
- Exemplary contribution to mid-segment housing Award - Ace Alpha Awards 2024, Oct 2024
- Landscape Project of the year (Residential)- 16th Realty+ Conclave & Excellence Awards, 2024 (South)- Provident Botanico, Nov 2024
- Excellence in Delivery- 16th Realty+ Conclave & Excellence Awards, 2024 (South)- Provident Housing Limited, Nov 2024
- CMO of the Year- 16th Realty+ Conclave & Excellence Awards, 2024 (South)- Dhruba Jyoti Ghosh, EVP & Head Marketing, Nov 2024
- Provident Housing Limited- Certified by Great Place to Work® Institute (India), Nov 2024
- Project of the Year 2024- HOMES Magazine- Provident Botanico, Dec 2024



Artistic impression of Purva Windermere, Chennai

Our Reporting Approach

We are proud to present our sustainability report for Puravankara Group for the financial year 2024-25. This report highlights our progress on ESG (Environmental, Social, and Governance) parameters, allowing our stakeholders to evaluate the impact of our initiatives.

Reporting Framework

The Company fulfills its legal and statutory disclosure requirements through the publication of its BRSR report. Going beyond compliance, Puravankara voluntarily publishes this comprehensive sustainability report.

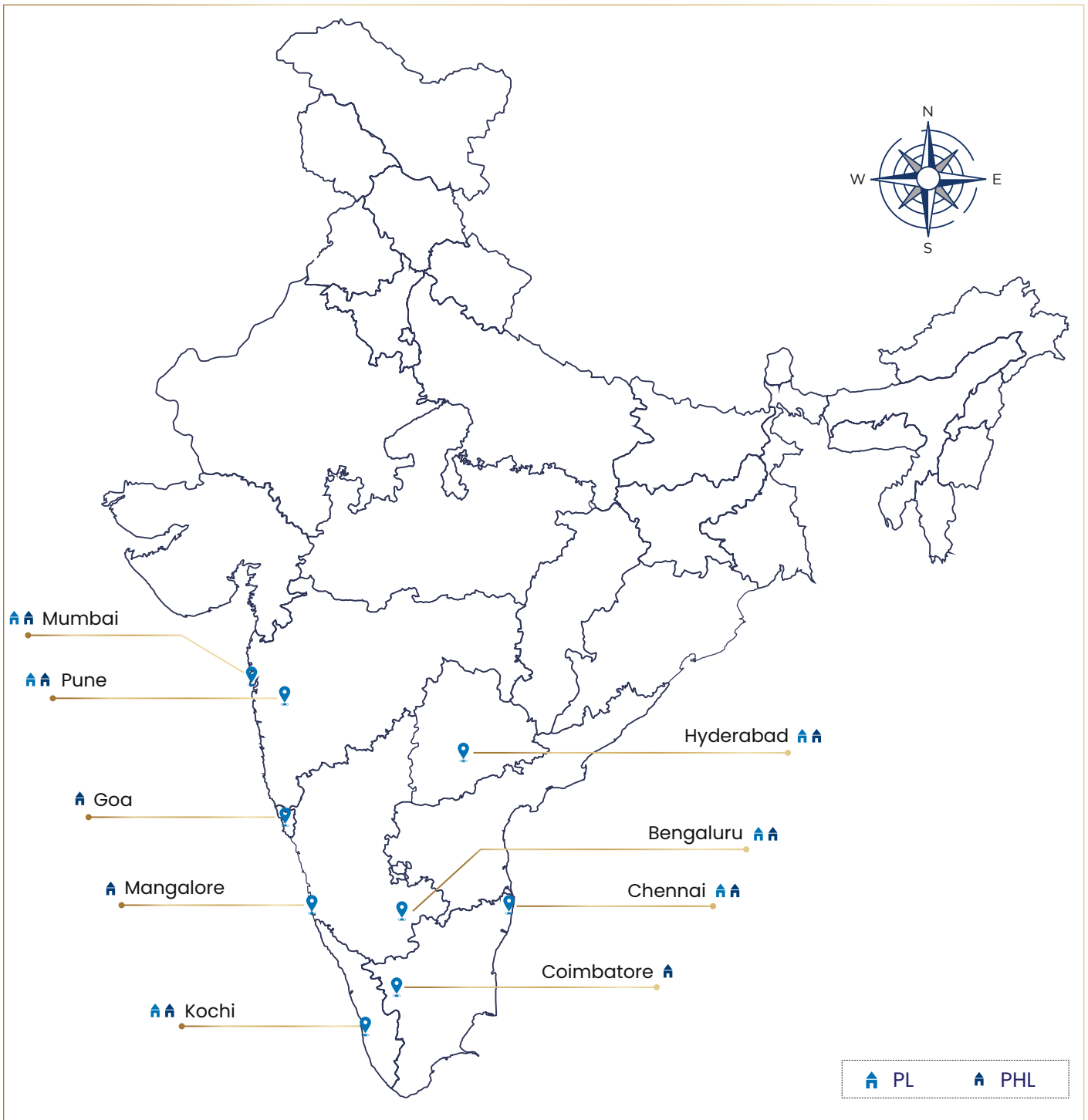
This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, covering the period from 1st April 2024 to 31st March 2025. In alignment with GRI requirements, it presents the company's significant economic, social, environmental, and governance impacts and achievements. The report highlights our performance on the key material aspects most relevant to our stakeholders. These material matters were identified through prior stakeholder engagement and further validated during the preparation of this report, reflecting updates in the latest disclosure standards. Throughout the reporting process, we have adhered to the GRI Reporting Principles—accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. These principles have guided both our materiality

assessment and the overall preparation of the report, ensuring a transparent and comprehensive account of our sustainability journey.

Report Boundary

This sustainability report covers Puravankara Limited and Provident Housing Limited within the Puravankara Group. Throughout this report, the term 'Puravankara Group' refers specifically to these two companies, unless otherwise stated. The data disclosed in the report includes social (employee data, training & development, human rights, CSR) and governance (ethical framework, supply chain, data privacy) indicators disclosed at the Group level, and social data (OHS) are reported for PL and PHL projects. The environment (energy, emissions – Scope 1 & Scope 2, water, waste etc.) data is reported for the head offices in Bengaluru and the following projects.

Our Presence



India map source: <https://www.surveyofindia.gov.in/pages/political-map-of-india>

S.No.	PURAVANKARA LIMITED PROJECTS
1	Purva Atmosphere
2	Purva Zenium
3	Purva Meraki
4	Purva Soukhyam
5	Purva Bluebelle
6	Purva Orient Grand
7	Purva Windermere
8	Purva Park Hill
9	Purva Aerocity
10	Purva Oakshire
11	Purva Zentech
12	Sound of water Phase 2
13	Sound of water Phase 3
14	Purva Somerset House
15	Purva Raagam
16	Purva Clermont
17	Purva Aspire
18	Provident Palmvista
19	Provident Kenvista
S.No.	PROVIDENT HOUSING LIMITED PROJECTS
1	Provident Bayscape
2	Provident Adora De Goa
3	Provident Botanico
4	Provident Capella
5	Provident Ecopolitan Aerospace
6	Provident Equinox
7	Provident Parksquare
8	Provident Winworth
9	Provident Deansgate

For any feedback or enquiries related to this Sustainability Report, please write to:

esg@puravankara.com

Puravankara Limited, #130/1, Ulsoor Road, Bengaluru - 560 042



Artistic impression of Purva Panorama, Mumbai

2024-25 Sustainability Highlights

ENVIRONMENT



All air emission parameters at project sites are well below the NAAQ limits



Implementing Air Quality Management Plan



Taking initiatives for ecological preservation and site management



100% of the organic waste processed in organic waste converters



Reusing construction and demolition waste for backfilling



Implemented a comprehensive Construction Waste Management Plan based on the principles of reduce, reuse, recycle, and donate.



Water conservation through reusing treated water



Started monitoring energy, emissions, water and waste intensities by revenue



SOCIAL



10% increase in total workforce compared to previous year



27% Gender diversity



4,218 hours of Trainings



3.2 hours of training per employee



4.0 hours of training per female employee



2.8 hours of training per male employee



61% of the employees covered for performance appraisal.



Zero incidents of discrimination



Zero Fatalities and **Zero** LTIR



Zero incidents regarding Customer Health & Safety, Marketing & Labelling, and Customer Satisfaction



GOVERNANCE



28.6% Board Gender Diversity



Seven (7) Board of Directors meeting held



80% of the suppliers associated for more than **15 years**



93% of the Suppliers are **ISO 9001 certified**



51% suppliers are **ISO 14001 certified**



9% increase in customer collection



Zero incidents of data breaches



Message from the Head of ESG



We are pleased to share the progress made in our sustainability journey this year. Our projects are aligned to IGBC, GRIHA, and EDGE certification standards, reflecting our focus on sustainable design, renewable energy integration, and reducing our carbon footprint. Water management remains a key priority, supported by water-efficient fixtures, rainwater harvesting, and wastewater treatment technologies.

We achieved 100% processing of organic waste, an 84% reduction in hazardous waste at PL headquarters, and a 47% reduction in non-hazardous waste at PHL projects, while continuing to minimise other waste streams. We are also increasing the use of sustainable materials such as GGBS and fly ash in place of conventional alternatives.

On the social front, we continue to strengthen diversity, inclusion, and safety. Group gender diversity stands at 27%, while PHL is at 34%,

surpassing our ESG 2030 goals. We have maintained zero fatalities, zero human rights complaints, and zero non-compliances related to customer health and safety, marketing, and labelling.

In governance, our Board demonstrates diversity and independence, with 28.6% women representation and 43% independent directors, reinforcing our commitment to transparency and ethical leadership.

Our progress is driven by people, supported through continuous employee development and sustained commitment to all stakeholders.

We remain focused on advancing our ESG priorities and driving sustainable growth in the years ahead.

Dr. Gopiprasad S,
Head – ESG compliance & Sustainability



Artistic impression of Purva Clermont, Mumbai



Our Sustainability Blueprint

Our Material Issues & Stakeholder Engagement
Group ESG Goals & Targets 2030

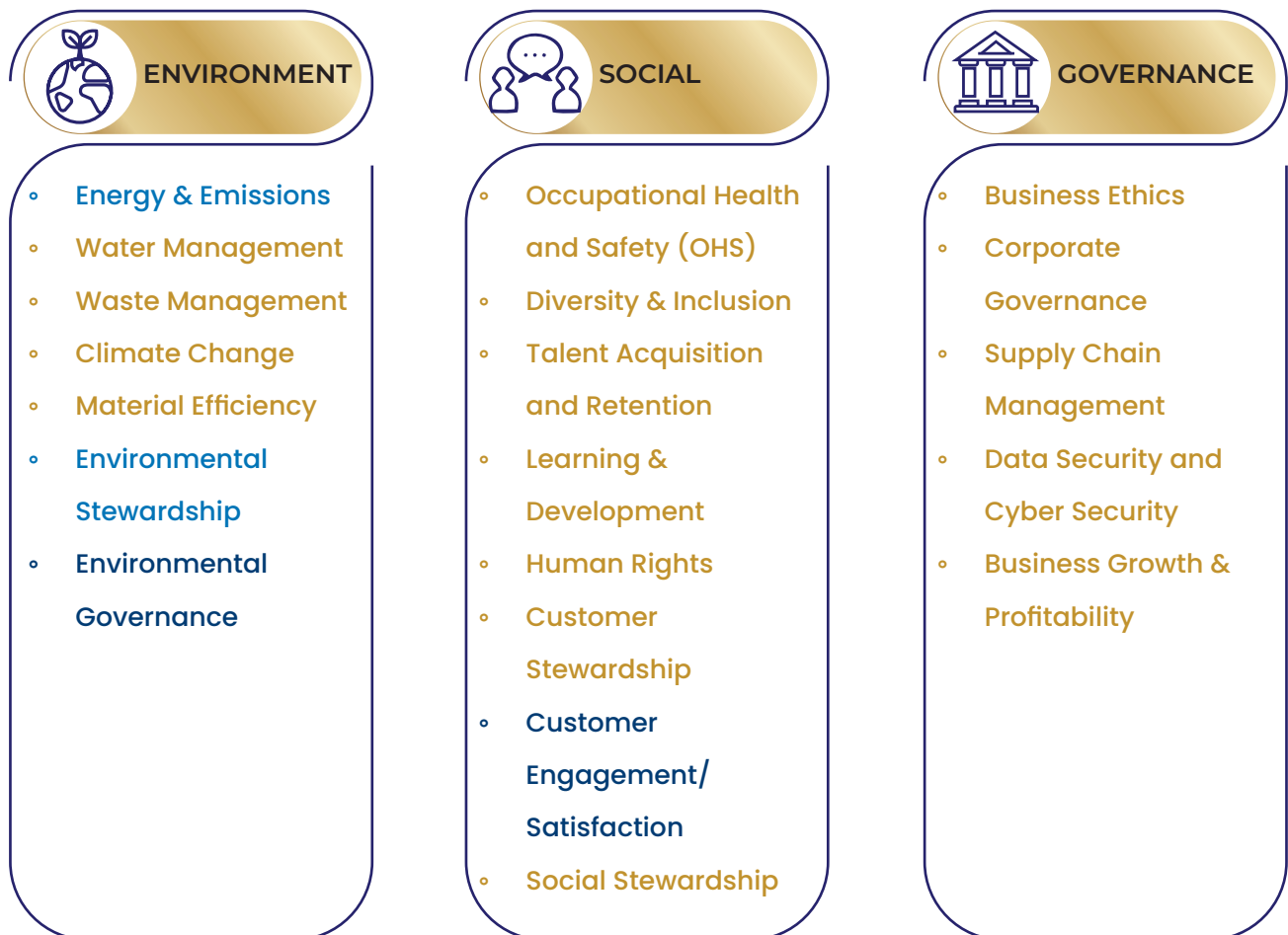
Our Material Issues & Stakeholder Engagement

PL and PHL had conducted detailed materiality assessments in FY 2021-22. The key material areas were identified, and the goals were set to progress on our sustainability journey in a strategic way. During last year's reporting, we had further expanded our list of material areas to include additional relevant areas significant to the real estate sector and taken inputs

from the GRESB framework and real estate sector review. This process ensures a comprehensive oversight of sustainable development.

In this group level report for PL and PHL, we have presented a combined list of material areas for both as follows:

Material topics:



■ Applicable for both

■ Applicable only for PL

■ Applicable only for PHL

Stakeholder engagement forms the foundation of our sustainability strategy. We actively engage with key stakeholder groups such as employees, customers, investors, suppliers, contractors, government bodies, media, and local communities through structured and ongoing dialogues.

These engagements enable us to understand stakeholder expectations, assess the impact of our operations, and refine our Environmental, Social, and Governance (ESG) priorities. The insights gathered guide our materiality assessment, ensuring that the identified focus areas remain relevant to both our business objectives and stakeholder interests.

For the current reporting year, PL and PHL have continued to disclose progress against their existing list of material topics. From the upcoming reporting cycle, both entities will move towards a unified stakeholder engagement process to establish a common set of material topics, reflecting the shared sustainability priorities of the Group and its stakeholders.

This collaborative approach will enhance alignment, transparency, and consistency in sustainability reporting across the group while ensuring that our initiatives continue to create long-term value for all stakeholders.



Artistic impression of Purva Aspire, Pune

The following table gives an overview of our stakeholder engagement:

CONSULTATIONS	FREQUENCY	TOPIC DISCUSSED	OUTCOMES
EMPLOYEES			
<ul style="list-style-type: none"> Townhall meetings Meetings with all the functions to set ESG goals. 	<ul style="list-style-type: none"> Quarterly Annual 	<ul style="list-style-type: none"> Financial performance Plan for the next quarter Employee engagement activities – culture, vision, mission, Long-term direction of the company ESG goals 	<ul style="list-style-type: none"> Company performance Growth prospects ESG relevance and goals
CUSTOMERS			
<ul style="list-style-type: none"> Customer survey 	<ul style="list-style-type: none"> Periodic interactions at sites through Customer Service Department (CSD) 	<ul style="list-style-type: none"> Customer perception of service and product Customer satisfaction/privilege 	<ul style="list-style-type: none"> Customer satisfaction / Premier sales
<ul style="list-style-type: none"> CRM team (Interaction with the customers) 	<ul style="list-style-type: none"> Regular / need basis 	<ul style="list-style-type: none"> Progress/payment/ interest/SOA/ demand update 	<ul style="list-style-type: none"> Welcome call; agreement execution; payment collections
<ul style="list-style-type: none"> Customer events 	<ul style="list-style-type: none"> Monthly interaction – at select project sites 	<ul style="list-style-type: none"> Project progress-related concerns 	<ul style="list-style-type: none"> Implementation of sending progress reports with more clarity of information. i.e., completed, in progress, upcoming details. Planning to implement feedback form from every customer who has executed the agreement
INVESTORS			
<ul style="list-style-type: none"> Annual general meeting 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Statutory matters as required by the Companies Act/SEBI 	<ul style="list-style-type: none"> Regulatory compliance
<ul style="list-style-type: none"> Investor queries 	<ul style="list-style-type: none"> Real-time basis 	<ul style="list-style-type: none"> Re-validation of dividend warrant/ physical copies of annual report, etc. 	<ul style="list-style-type: none"> Addressed through RTA/ Secretarial team

CONSULTATIONS	FREQUENCY	TOPIC DISCUSSED	OUTCOMES
INVESTORS			
<ul style="list-style-type: none"> Analyst briefings 	<ul style="list-style-type: none"> Quarterly - As and when required 	<ul style="list-style-type: none"> Financial results/ operational updates, etc. 	<ul style="list-style-type: none"> Compliance with SEBI regulations
<ul style="list-style-type: none"> Annual report 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Statutory requirements 	<ul style="list-style-type: none"> Regulatory compliance
LOCAL COMMUNITIES			
<ul style="list-style-type: none"> Online Dialogue and Engagement with local NGOs 	<ul style="list-style-type: none"> Need-based: Virtual meetings with NGOs / implementation partners 	<ul style="list-style-type: none"> Ongoing CSR program progress, future planned interventions, community feedback on the program planned or executed, expectations from the community, potential impact on the community, program concept, proposal, the outreach of the CSR intervention, impact on the community, and project progress (ongoing project) 	<ul style="list-style-type: none"> A concept note or proposal is submitted by the NGO, followed by progress reports, and impact reports provided upon the program's completion
<ul style="list-style-type: none"> Employee engagement 	<ul style="list-style-type: none"> Need-based – For CSR projects 	<ul style="list-style-type: none"> The scope of the CSR program, its impact on the community, and the employee's role during such CSR engagement are discussed 	<ul style="list-style-type: none"> Details of the CSR program and scope of the engagement program Concept note or proposal received from NGO Progress reports shared by NGOs as agreed Impact reports from NGOs on the completion of the programme
<ul style="list-style-type: none"> Government / Regulatory 	<ul style="list-style-type: none"> Need-based – New licence or renewal of licence for CSR programs with Govt agencies (BBMP) 	<ul style="list-style-type: none"> Program tenure, location, long-term impacts to the community, and liaising. 	<ul style="list-style-type: none"> The signing of an MOU or Agreement or License

CONSULTATIONS	FREQUENCY	TOPIC DISCUSSED	OUTCOMES
MEDIA			
<ul style="list-style-type: none"> Media briefings 	<ul style="list-style-type: none"> Twice a month 	<ul style="list-style-type: none"> Millennial homebuying Increase in sales Corporate Governance 	<ul style="list-style-type: none"> Established a thought leadership position within the industry, with consistent media interactions Highlighting the company's transparency and governance.
<ul style="list-style-type: none"> Press Release 	<ul style="list-style-type: none"> Need-based 	<ul style="list-style-type: none"> Operational updates Financial results Project launches Open wells revival Scholarships for youth Participation in 10k run 	<ul style="list-style-type: none"> Positive media coverage establishes the organisation as a responsible corporate citizen.
<ul style="list-style-type: none"> Industry story participation 	<ul style="list-style-type: none"> Need-based 	<ul style="list-style-type: none"> Economic policy decisions Budget expectations/ reviews Land parcel acquisitions Buying trends 	<ul style="list-style-type: none"> The company's strong presence in public awareness positively reflects its stature
<ul style="list-style-type: none"> Events 	<ul style="list-style-type: none"> Need-based 	<ul style="list-style-type: none"> The company is seen as encouraging thoughtful debates on issues important to Bengaluru and its development, DH Bengaluru 2040; DH Football Cup 	<ul style="list-style-type: none"> Social construction
SPECIAL INITIATIVES			
<ul style="list-style-type: none"> Special meetings 	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> Initiatives were shared by each of the functional teams under different E, S and G areas 	<ul style="list-style-type: none"> ESG goals and targets finalised



Artistic impression of Provident Ecopolitan Aerospace, Bengaluru

Impact of material areas

Positive Actual	Positive Potential	Negative Actual	Negative Potential
ENVIRONMENT: ENERGY & EMISSIONS			
<ul style="list-style-type: none"> PL and PHL have a total of 20 MWh and 92 MWh of electricity from renewable sources, respectively. Contributing 0.7% and 5% of the total electricity consumed for each of them, respectively At PHL, our projects meet IGBC, GRIHA, and EDGE certifications. Solar panels installation on all PHL project rooftops and solar water heating for top floors, reducing grid electricity consumption and associated carbon emissions. 	<ul style="list-style-type: none"> Increasing the use of renewable energy sources to reduce GHG emissions Installing energy-efficient equipment and leveraging solar-powered lighting and heating systems, along with maximising utilisation of natural daylight, will contribute to optimising energy consumption. PHL has set target to have 50% renewable energy share in operations-sales, marketing office and site offices to reduce GHG emissions. At PHL, Increase of solar lights, EV charging options, energy efficient equipment and responsible daylight savings will result in reduced energy usage and therefore potential savings in GHG emissions. 	<ul style="list-style-type: none"> Increased reliance on grid electricity and higher consumption of non-renewable energy sources have directly contributed to a rise in GHG emissions. The HQ's EPI values for both PL and PHL have crossed the threshold levels At PL HQ, the emissions have increased by 16% At PHL HQ, the emissions have increased by 74% 	<ul style="list-style-type: none"> Increased GHG emissions result in heightened climate risks, posing challenges to sustainability, resilience and market uncertainty Greater dependence on non-renewable energy sources accelerates resource depletion, impacting long-term energy security. Increased energy consumption and reliance on non-renewable resources contribute to higher operating costs.

Positive Actual	Positive Potential	Negative Actual	Negative Potential
ENVIRONMENT: WATER MANAGEMENT			
<ul style="list-style-type: none"> Efficient water management strategies such as rainwater harvesting and low fixtures. At PHL, the use of deep aquifers and Membrane Bio-Reactor (MBR) technology for sewage treatment further advanced sustainable water use, ensuring a robust approach to responsible resource management. 	<ul style="list-style-type: none"> Enhance water conservation initiatives such as rainwater harvesting, efficient water-saving fixtures, and reusing rainwater to reduce dependence on freshwater; recycle wastewater to reduce dependency on water consumption. 	<ul style="list-style-type: none"> As a water-intensive sector, our operations significantly affect water sources. Increase in overall water consumption compared to the previous year. 	<ul style="list-style-type: none"> Higher freshwater consumption can lead to water scarcity, impacting both our operations and the local community.
ENVIRONMENT: WASTE MANAGEMENT			
<ul style="list-style-type: none"> Processing 100% of organic waste through organic waste converters across all handed-over projects. At PL HQ, hazardous waste has reduced by 84% compared to the previous year. At PL HQ, hazardous waste has reduced across all categories. For project sites, paper waste under the non-hazardous category and used oil filters under the hazardous category have reduced. 	<ul style="list-style-type: none"> Enhancing waste management practices can promote better resource recovery by diverting waste away from disposal, thus contributing to a circular economy. Efficient waste management practices reduce costs and greenhouse gas (GHG) emissions. Training on proper waste handling can further improve waste management, contributing to a circular economy. 	<ul style="list-style-type: none"> At both PL and PHL, waste generation has increased across HQ and project sites, indicating a need for stronger waste reduction measures. Improper e-waste handling and management C&D wastes are disposed of through municipal vendors post-recycling as per the CPCB mandate. 	<ul style="list-style-type: none"> Poor waste management practices can result in an increased burden on landfills and dumpsites. This can lead to contamination of the local environment, impacting the land, soil, and air, and contribute to environmental degradation and health concerns.

Impact of material areas

Positive Actual	Positive Potential	Negative Actual	Negative Potential
ENVIRONMENT: WASTE MANAGEMENT			
<ul style="list-style-type: none"> At PHL projects, non-hazardous waste has reduced by 47% compared to the previous year. For PHL, collective efforts have been made, resulting in reduced waste across plastic and organic waste at HQ and paper, wood, scrap steel, and construction and demolition waste at project sites. Significant reduction in e-waste category. 		<p>However, improper handling of C&D waste by the vendors is contributing to the growth of landfills around the cities.</p>	
ENVIRONMENT: MATERIAL EFFICIENCY			
<ul style="list-style-type: none"> Replacing conventional construction materials with sustainable materials such as GGBS and fly ash. Use of low Volatile Organic Compound (VOC) paints to promote healthier indoor air quality and reduce environmental impact. Prioritising local sourcing to minimise transportation emissions and support local economies. 	<ul style="list-style-type: none"> Integrating recycled materials into operations can reduce the reliance on virgin raw materials, lower costs and reduce GHG emissions. Supports circularity by promoting resource efficiency and waste reduction. 	<ul style="list-style-type: none"> The sector being resource-intensive leads to increased resource depletion. 	<ul style="list-style-type: none"> Reliance on virgin raw materials can lead to higher procurement costs, resource depletion and increased greenhouse gas emissions.

Positive Actual	Positive Potential	Negative Actual	Negative Potential
ENVIRONMENT: CLIMATE RESILIENCE			
<ul style="list-style-type: none"> Structured Climate Risk Assessment for large projects enhances resilience planning. Compliance with multiple safety, environmental, and structural standards strengthens asset safety and long-term performance. Traceable and vetted supply chains reduce exposure to climate-related material risks. 	<ul style="list-style-type: none"> Improved climate preparedness through six-parameter Climate Risk Assessments and detailed Climate & Resilience Reports. Enhanced operational resilience through green certifications (IGBC, IFC EDGE) and robust regulatory safeguards. Strengthened supply chain continuity due to due diligence, monitoring, and sustainability-aligned vendor practices. 	Nil	<ul style="list-style-type: none"> Potential disruptions to project timelines, productivity, and supply chain continuity due to physical climate hazards (water scarcity, heat stress, high wind/ cyclones, flooding, landslides). Possible impacts on worker safety and asset longevity from extreme climatic events.
ENVIRONMENT: ENVIRONMENTAL STEWARDSHIP			
<ul style="list-style-type: none"> Environmental policy is in place. Working to achieve ESG goals and targets set for 2030. 	<ul style="list-style-type: none"> EMS implementation will pave the way for improved environmental management. 	Nil	<ul style="list-style-type: none"> Non-compliance with regulations can lead to penalties/ fines and loss of reputation.
SOCIAL: SOCIAL STEWARDSHIP			
<ul style="list-style-type: none"> Social policies in place 	<ul style="list-style-type: none"> Maintain adherence to policies and commitments with clear roles and objectives. 	Nil	<ul style="list-style-type: none"> Non-compliance with social policies can lead to fines or penalties and even loss of reputation.

Impact of material areas

Positive Actual	Positive Potential	Negative Actual	Negative Potential
SOCIAL: OCCUPATIONAL HEALTH & SAFETY			
<ul style="list-style-type: none"> Well-established OHS system Our OHS practices align with relevant OHS international standards and regulations. Our policy emphasises worker participation in health and safety. Zero fatalities across projects. 	<ul style="list-style-type: none"> Updating the OHS policy in line with ISO 45001:2018 standards will strengthen safety practices and risk management. Prioritise risk mapping, clear action plans, and integrated emergency preparedness. Regularly evaluate health risks through internal audits and external certifications. Implement structured incident investigation procedures and continuous OHS training. Embed OHS criteria in procurement, ensure on-site medical readiness, and enhance safety communication to achieve a zero-harm workplace. 	Nil	<ul style="list-style-type: none"> Lack of health and safety regulations can lead to a higher rate of accidents and injuries. Higher costs and legal liabilities decrease employee morale, reduce productivity, and can create damage to the company's reputation.
SOCIAL: DIVERSITY & INCLUSION			
<ul style="list-style-type: none"> At PL, our gender diversity is 24%, board diversity at 28.6%. 	<ul style="list-style-type: none"> Committed to building a diverse and inclusive workplace that empowers women and ensures accessibility for all. 	Nil	<ul style="list-style-type: none"> Reduced employee satisfaction and a weakened reputation for inclusivity could hinder the organisation's ability to attract and retain top talent.

Positive Actual	Positive Potential	Negative Actual	Negative Potential
SOCIAL: DIVERSITY & INCLUSION			
<ul style="list-style-type: none"> At PHL, we have achieved 34% overall gender diversity, setting an industry benchmark. Advanced women's leadership through targeted programmes, promotions, and diverse hiring across key business functions. Ensured accessibility through inclusive design features such as ramps, signage, programmes, evacuation plans, and safe parking. 	<ul style="list-style-type: none"> A diverse workforce enables broader access to varied skills, perspectives, and expertise. Such efforts will foster greater employee satisfaction, boost employee retention and reinforce the company's reputation as an equitable employer. 	Nil	
SOCIAL: TALENT ACQUISITION AND RETENTION			
<ul style="list-style-type: none"> We run year-round engagement initiatives to keep employees motivated and connected. At PL, there was a 5.4% increase in overall hiring. At PHL, overall hiring increased by 7%, while female hiring increased by 111%. Buddy and mentorship programmes, along with rewards and recognition initiatives, strengthen talent attraction and retention. 	<ul style="list-style-type: none"> Fair appraisals and ESG-aligned KRAs will drive equity, engagement, and alignment with organisational values, enhancing transparency and talent retention. 	Nil	<ul style="list-style-type: none"> Lack of fair appraisals and ESG integration may lead to inequity, misaligned goals, low engagement, and higher talent attrition.

Impact of material areas

Positive Actual	Positive Potential	Negative Actual	Negative Potential
SOCIAL: TALENT ACQUISITION AND RETENTION			
<ul style="list-style-type: none"> Programmes, Conducted skill enhancement workshops to support continuous employee growth. Fostered transparency and trust through open communication channels and ensured best-in-class benefits for 100% of our workforce. 			
SOCIAL: HUMAN RIGHTS			
<ul style="list-style-type: none"> Upholding human rights has ensured full protection with zero complaints. Enforced strict policies against child labour, forced labour, and gender discrimination, supported by strong risk mitigation measures. 	<ul style="list-style-type: none"> Promoting human rights and inclusive policies will enhance well-being, boost morale, improve retention, and strengthen the company's reputation. 	Nil	<ul style="list-style-type: none"> Failure to uphold human rights may result in legal risks, low morale, reputational damage, and non-compliance with standards.
SOCIAL: LEARNING & DEVELOPMENT			
<ul style="list-style-type: none"> Conducted reskilling programmes through training and workshops. Introduced a two-year incentive plan to retain key talent. 	<ul style="list-style-type: none"> Focused training equips employees with up-to-date skills and industry-leading knowledge, which leads to more effective enhancement of employee skills. High talent retention 	Nil	<ul style="list-style-type: none"> Without targeted training, employees may miss emerging industry trends, resulting in skill gaps, lower productivity, and reduced engagement.

Positive Actual	Positive Potential	Negative Actual	Negative Potential
<ul style="list-style-type: none"> Total training of 2,388 hours was conducted at PL and 1,830 hours at PHL, on a variety of topics including skill development and human rights. At PHL, the average training hours for female and male employees were 4.1 and 4.5, respectively. At PL, the average training hours for female and male employees were 3.9 and 2.2, respectively. 			
SOCIAL: CUSTOMER STEWARDSHIP			
<ul style="list-style-type: none"> Tools such as SAP, SFDC, e-signing, and e-invoicing have streamlined payments and strengthened ethical and green communication. A dedicated Customer Relationship Team (CRM) caters to customers' needs from booking to handover. Enhanced safety, training, feedback systems, and issue resolution processes have driven significant customer satisfaction. 	<ul style="list-style-type: none"> Setting quarterly and annual improvement targets will boost customer satisfaction, referrals, and sales. 	Nil	<ul style="list-style-type: none"> Ignoring customer needs can cause poor communication, inefficient payment processes, unethical marketing, and safety concerns. It may also lead to unresolved issues and lower customer satisfaction.

Impact of material areas

Positive Actual	Positive Potential	Negative Actual	Negative Potential
GOVERNANCE: CORPORATE GOVERNANCE			
<ul style="list-style-type: none"> Compliance with SEBI and MCA governance standards. Active and effective Board and Board committees. Regular reviews and strong risk management enhance transparency and overall performance. Regular six-monthly reviews and strong compliance practices have improved risk mitigation, operational efficiency, and organisational resilience. 	<ul style="list-style-type: none"> Continued focus on risk management and compliance will strengthen resilience and performance. Robust risk frameworks will support sustained growth, stronger governance, and better strategic agility. 	Nil	<ul style="list-style-type: none"> Without strong risk management and compliance, the company risks regulatory issues, operational inefficiencies, reputational damage, and reduced performance.
GOVERNANCE: ETHICS & INTEGRITY			
<ul style="list-style-type: none"> Fair communication and implementation of policies Stakeholder trust. 	<ul style="list-style-type: none"> Strong ethics and integrity policies will build stakeholder trust, ensure legal compliance, reduce risks, and support smoother project execution and higher customer satisfaction. This will also enhance investor confidence, driving sustainable long-term business growth. 	Nil	<ul style="list-style-type: none"> Weak ethical practices may cause compliance issues, reputational loss, and reduced stakeholder confidence.

Positive Actual	Positive Potential	Negative Actual	Negative Potential
GOVERNANCE: SUPPLY CHAIN MANAGEMENT			
<ul style="list-style-type: none"> Our suppliers adhere to required certifications, industry regulations, and best practices, ensuring compliance with quality, safety, environmental, and ethical standards. 93% of direct suppliers are certified for ISO 9001; 51% are certified for ISO 14001; 20% are certified for ISO 45001, and 7% are certified for ISO 50001. At Puravankara, maintained relationships with 80% of suppliers for over 15 years. 	<ul style="list-style-type: none"> ESG due diligence helps identify and mitigate supply chain risks, ensuring all partners follow ethical and sustainable practices. Effective supply chain management reduces costs, improves efficiency, enhances customer satisfaction and supports sustainability by minimising environmental impact. The Implementation of Supplier Code of Conduct will further strengthen social and environmental compliance across the supply chain. 	Nil	<ul style="list-style-type: none"> ESG risks in the supply chain can result in compliance challenges and reputational harm.
GOVERNANCE: DATA SECURITY AND CYBERSECURITY			
<ul style="list-style-type: none"> No security breaches at PL and PHL. Robust access controls, antivirus tools, and cyber awareness measures ensure secure digital operations and mitigate hacking threats. 	<ul style="list-style-type: none"> Ensure long-term data protection and strengthen resilience against cyber threats. Build a security-aware culture that protects both personal and organisational information. 	Nil	<ul style="list-style-type: none"> Greater exposure to cyber threats and data breaches. Insufficient protection of personal and organisational information can result in reputational harm.

Impact of material areas

Positive Actual	Positive Potential	Negative Actual	Negative Potential
GOVERNANCE: DATA SECURITY AND CYBERSECURITY			
<ul style="list-style-type: none"> The Cyber Security Policy is reinforced by IT policies covering software usage, password management, and information security. 	<ul style="list-style-type: none"> Enhance customer trust, support business continuity, and provide a competitive advantage Improved customer satisfaction 	Nil	
GOVERNANCE: BUSINESS GROWTH AND PROFITABILITY			
<ul style="list-style-type: none"> The Group delivered strong operational and financial performance, achieving pre-sales of ₹5,006 crore with a sales volume of 5.67 million square feet. Sales realisation rose by 10 % on year to ₹8,830 per square foot, while collections stood at ₹3,937 crore, up 9% percent from the previous year. 10 % YoY Operating Cash Inflows in FY 2024- 25 PL - 15% YoY growth sustenance sales and Realisation PHL - 13% YoY growth Sales value 	<ul style="list-style-type: none"> Strong revenue growth enhances financial stability, boosts investor confidence, and increases the company's capacity to invest in sustainable and inclusive growth initiatives. 	Nil	<ul style="list-style-type: none"> Failing to innovate or adopt sustainable practices may result in reduced competitiveness and market relevance.

Management Approach



ENVIRONMENT

Both PL and PHL share a unified approach to managing environmental impacts by prioritising energy efficiency, water conservation, and responsible resource use across their developments. The companies focus on reducing reliance on fossil fuels, adopting renewable and energy-efficient systems, and integrating design practices that optimise natural light and ventilation. Water management is strengthened through rainwater harvesting and treatment and reuse of wastewater. Resource efficiency is promoted by reducing waste, using recycled and locally sourced materials, eliminating single-use plastics, and adopting digital alternatives. In addition, both companies support biodiversity and community well-being through tree-planting initiatives and the incorporation of green and landscaped spaces within project sites.

PL adopts a structured environmental management approach aligned with international best practices. Sustainability is embedded at the design stage through strategic building orientation, daylight optimisation, shading, and energy-efficient systems supported by BMS and ASHRAE standards. All new projects are targeted to achieve at least IGBC Gold certification to ensure high performance in energy, water, materials, and indoor

environmental quality. Water stewardship is driven by low-flow fixtures, rainwater harvesting, and reuse of treated STP water for landscaping and flushing. Waste reduction is promoted by using recycled and locally sourced materials.

PHL is strengthening its environmental management system and working towards ISO 14001 adoption to formalise performance oversight and compliance. The company is transitioning to cleaner energy through renewable systems at site offices, efficient equipment, and climate-responsive building designs. Water conservation efforts focus on improving rainwater harvesting, progressing towards ZLD where feasible, and reducing consumption. Waste reduction is supported by using recycled materials and also encouraging digital processes to reduce paper use.

Biodiversity and ecological awareness are promoted through initiatives like the “One Home One Tree” campaign, engaging communities in environmental stewardship. We have also started carrying out biodiversity mapping at select sites to further enhance our ecological understanding. This initiative has already been implemented at Provident Sunworth City, a prominent residential development known for its integrated and sustainable design approach.



SOCIAL

We prioritise positive social outcomes for employees, customers, and communities by focusing on diversity and inclusion, human rights, occupational health and safety, and customer stewardship. Our social initiatives are designed to build trust, enhance employee engagement, and support long-term organisational resilience. Clear policies, structured systems, and ongoing monitoring help us promote equitable workplaces, maintain safe operations, and address stakeholder concerns effectively while continuously improving our social performance.

At PL, our social approach is guided by the “You Philosophy”, placing people at the centre of our decisions and actions. Our Occupational Health and Safety practices align with international standards, supported by risk mapping, targeted action plans, emergency preparedness, and regular inspections to reinforce our zero-harm commitment. We promote diversity and inclusion by increasing representation in revenue-generating roles, ensuring transparent performance appraisals, and integrating ESG considerations into key responsibilities. Our customer stewardship initiatives focus on proactive engagement and enhanced living experiences, including smart home features enabled through BluNex technology and regular customer satisfaction surveys that help us respond effectively to customer needs and strengthen long-term trust.

At PHL, we are strengthening our OHS management system in alignment with ISO 45001. This is supported by risk mapping, defined action plans, emergency preparedness, and regular inspections. We also plan to integrate OHS expectations into procurement to progress towards zero harm. We prioritise diversity in revenue-generating roles, fair appraisals, and embedding ESG principles into key functions, while targeted training programmes help our workforce stay ahead of industry trends. Our customer stewardship framework includes monitoring customer feedback, tracking complaints, and conducting regular satisfaction surveys to ensure timely resolution and improved service experiences.



GOVERNANCE

We uphold accountability, transparency, and ethical conduct as the foundation of our governance practices. Our governance approach integrates ESG considerations into business decision-making and emphasises proactive risk management to enhance resilience and support long-term sustainability. Strong policies, compliance oversight, and continuous monitoring help us safeguard stakeholder interests while ensuring operational integrity and responsible business conduct across the organisation. Data privacy and information security are prioritised through access controls, antivirus protection, USB restrictions, and comprehensive cybersecurity awareness programmes.

At PL, we adopt a forward-looking governance framework that embeds ESG and climate-related risk considerations into strategic planning and day-to-day operations.

This strengthens regulatory compliance, enhances risk mitigation, reduces potential liabilities, and supports long-term value creation. We maintain high ethical standards through rigorous policies and continuous enforcement. A mandatory Supplier Code of Conduct and ESG due diligence across the supply chain help address environmental and social risks.

At PHL, our governance approach focuses on ensuring ethical conduct, regulatory compliance, and structured risk management. We are strengthening our governance systems to better identify and mitigate ESG and climate-related risks, improving organisational resilience while supporting long-term business growth. We reinforce ethics and integrity through clear policy implementation and supplier governance, including the Supplier Code of Conduct and ESG due diligence requirements.

Group ESG Goals & Targets 2030

Goal	Target	Status
ENVIRONMENTAL GOVERNANCE		
Enhance environmental governance protocols for fostering transparency and establishing robust accountability mechanisms.	PL:	
	<ul style="list-style-type: none"> Attain ISO 14001:2015 certification by 2025. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> Implementing policy and systems aligned with ISO 14001:2015 by 2025 to safeguard the environment and foster future sustainability 	Under implementation
ENERGY & EMISSIONS		
Minimise energy usage, maximise decarbonisation	PL:	
	<ul style="list-style-type: none"> Implement precise tracking and analysis of energy consumption and emissions data by source and demand for reliable monitoring and informed decision-making. 	Ongoing
	<ul style="list-style-type: none"> Optimise energy consumption by 5% by 2030 through conservation and substitution, ensuring steady progress towards sustainability goals. 	Conservation and efficiency initiatives progressing
	<ul style="list-style-type: none"> 100 % of newly launched projects starting FY 2025 will be Green Building certified. 	Under implementation
	<ul style="list-style-type: none"> Common Area lighting load through renewable energy deployment with a 10% increase to 40% by 2030. 	Under implementation; solar lighting and energy-efficient upgrades ongoing.
	PHL:	
	<ul style="list-style-type: none"> To implement energy and emission monitoring and reduction strategies. Verifiable records for supply and demand 	Ongoing
	<ul style="list-style-type: none"> Targeting a 10% reduction in energy consumption through conservation and optimization by 2030, with a yearly target of 2% reduction. 	Reduction strategies in progress
	<ul style="list-style-type: none"> Implement EDGE benchmarking for 100% of projects to establish a performance index. 	Under implementation
	<ul style="list-style-type: none"> Allocate 25% of parking spaces for electric vehicles by 2030 across all projects. 	Under implementation
	<ul style="list-style-type: none"> Equip 75% of project site offices with solar rooftop installations by 2030. 	Under implementation

Goal	Target	Status
ENERGY & EMISSIONS		
	PHL:	
	<ul style="list-style-type: none"> To have common area renewable energy deployment beyond regulation (currently at 1%) (based on the feasibility of space) 	Under implementation
	<ul style="list-style-type: none"> To have solar water deployment beyond regulation- (based on the feasibility of space) 	Under implementation
WATER		
Promote water resource conservation to foster the resilience of communities.	PL:	
	<ul style="list-style-type: none"> Reduction in building water use by 10% by 2030. 	Ongoing and tracked
	<ul style="list-style-type: none"> Reduce water consumption during construction 5% by 2030. 	Tracking and reduction measures underway.
	PHL:	
	<ul style="list-style-type: none"> To monitor data for water use and conservation, accurately and reliably from HQ, Project site offices for operational water neutrality (water intensity reduction 10% by 2030) 	Monitoring initiated, tracking by area.
	<ul style="list-style-type: none"> Reduction in building water use (27%) compared to previous benchmark and reduce further 5% by 2030. 	Ongoing and tracked
To eliminate wastewater discharge outside and close the loop	PHL:	
	<ul style="list-style-type: none"> Enhance reuse/recycle wastewater by 10% (2030) 	Monitoring and reuse implementation ongoing
WASTE		
To have no waste sent to landfills.	PL:	
	<ul style="list-style-type: none"> To monitor waste generated, accurately and reliably from HQ, Project site offices leading to zero-waste (waste intensity reduction of 5% by 2030). 	Tracking and implementation in progress.
	<ul style="list-style-type: none"> To ensure all categories of waste generated are eliminated, reduced and disposed to achieve zero waste to landfill by 2030. 	Active reduction measures initiated

Group ESG Goals & Targets 2030

Goal	Target	Status
WASTE		
	PHL:	
	<ul style="list-style-type: none"> To monitor waste generated, accurately and reliably from HQ, Project site offices leading to zero-waste (waste intensity reduction of 10% by 2030) 	Tracking and implementation in progress.
	<ul style="list-style-type: none"> To ensure all categories of waste generated are eliminated, reduced and disposed to achieve zero waste to landfill by 2030 	Active reduction measures initiated
MATERIALS		
Adoption of construction materials that are sustainable and have low environmental impact.	PL:	
	<ul style="list-style-type: none"> Enhance sustainable material used by 10 % by 2030 to contribute to a circular economy. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> Enhance sustainable materials used by 10% by 2030 to contribute to circular economy 	Under implementation
To embed resource conservation as the fundamental philosophy throughout the project life cycle.	PL:	
	<ul style="list-style-type: none"> To ensure resource conservation is embedded in our core design and construction ethics- Blueprint for resource conservation by 2030. 	Progressing toward embedded conservation
	<ul style="list-style-type: none"> To preserve topsoil by 25% across all project sites. 	Soil reuse monitored; process tracking enabled
	<ul style="list-style-type: none"> To reduce absolute paper consumption by 10%. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> To ensure resource conservation is embedded in our core design and construction ethics 	Progressing toward embedded conservation
	<ul style="list-style-type: none"> To preserve topsoil across 70% all project sites 	Soil reuse monitored; process tracking enabled
	<ul style="list-style-type: none"> To reduce paper consumption by 2% YoY 	Under implementation

Goal	Target	Status
BIODIVERSITY		
Promoting biodiversity and environmental stewardship through direct and indirect interventions.	PL:	
	<ul style="list-style-type: none"> To perform site analysis for 100% of sites to minimise change in topography. 	Under implementation; Purva atmosphere sites completed
	<ul style="list-style-type: none"> Improve/maintain onsite air quality by reducing PM levels. 	Measures in place, maintaining levels below NAAQ limits.
	<ul style="list-style-type: none"> To enhance biodiversity across all project sites. 	Under implementation; tree planting and surveys performed
	<ul style="list-style-type: none"> To promote green and clean city activities and afforestation initiatives. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> To enhance biodiversity across all project sites 	Under implementation
	<ul style="list-style-type: none"> To perform site analysis for 100% of sites for minimizing change in topography 	Under implementation, tree planting and surveys ongoing.
	<ul style="list-style-type: none"> Green Community Initiative- One Home One Tree mission for planting at least one native tree per home. 	Under implementation; new trees planted
	<ul style="list-style-type: none"> Indirectly impact biodiversity positively by reducing demand for paper 	Under implementation, digital solutions in use
	<ul style="list-style-type: none"> To enhance air quality onsite by using means to reduce PM levels, through awareness and good governance. 	Measures in place, maintaining levels below NAAQ limits.
	<ul style="list-style-type: none"> To promote green and clean city activities 	Under implementation; this year collaborated with Horticulture Department at Lalbagh-200kg plastic waste collected and sent for recycling.
	<ul style="list-style-type: none"> Afforestation activities 	Under implementation; Activities started at Botanico and Deangate project sites.

Group ESG Goals & Targets 2030

Goal	Target	Status
CLIMATE RESILIENCE		
Environmental awareness	PL:	
	<ul style="list-style-type: none"> To create awareness amongst Employees for environmental stewardship. 	Under implementation; townhalls and training initiated
	<ul style="list-style-type: none"> To create awareness on emerging climate related risks and its mitigation. 	Under implementation
	<ul style="list-style-type: none"> Create awareness on ESG aspects for customers. 	Under implementation; feedback and engagement events ongoing
	PHL:	
	<ul style="list-style-type: none"> To create awareness amongst Employees for environmental stewardship. 	Under implementation; townhalls and training initiated
	<ul style="list-style-type: none"> To create awareness on emerging climate related risks and its mitigation. 	Under implementation
	<ul style="list-style-type: none"> Create awareness on ESG aspects for customers. 	Under implementation; feedback and engagement events ongoing
DIVERSITY AND INCLUSION		
Cultivating a workforce that is diverse and inclusive, fostering an environment where everyone feels valued and respected.	PL:	
	<ul style="list-style-type: none"> To have 35% gender diversity. 	24% achieved, ongoing improvement
	PHL:	
	<ul style="list-style-type: none"> To have 30% gender diversity: 	34% achieved; focus on sustaining
	<ul style="list-style-type: none"> 1% specially abled employees by 2030 	Data collection in progress
TALENT ACQUISITION AND RETENTION		
Attracting exceptional talent and maintaining their sustained dedication through proactive engagement strategies.	PL:	
	<ul style="list-style-type: none"> To acquire exceptional talent and increase this number over years. 	388 new hires onboarded this year
	<ul style="list-style-type: none"> To ensure 100% coverage for induction, training and surveys for exposing new hires to the organisational culture. 	Under implementation

Goal	Target	Status
TALENT ACQUISITION AND RETENTION		
Attracting exceptional talent and maintaining their sustained dedication through proactive engagement strategies.	PL:	
	<ul style="list-style-type: none"> To enhance internal communications through various channels to enhance employee satisfaction. 	Under implementation
	<ul style="list-style-type: none"> GPTW certification by 2027. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> To acquire exceptional talent, and increase the number over years 	162 new hires onboarded this year
	<ul style="list-style-type: none"> Ensuring 100% exposure of new hires to organisational culture through induction, trainings and surveys. 	Under implementation
	<ul style="list-style-type: none"> To enhance internal communications through various channels to have employee satisfaction at rating better than the baseline 	Under implementation
	<ul style="list-style-type: none"> To have best in class employee benefits for 100% of the workforce 	Health, disability, benefits for all
LEARNING & DEVELOPMENT		
Foster continuous learning, innovation, and success through targeted training, mentorship, and staying ahead of industry trends within the organisation.	PL:	
	<ul style="list-style-type: none"> L&D Programme with clear objectives and monitoring including ESG objectives. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> L&D Programme with clear objectives and monitoring including ESG objectives 	Under implementation
HUMAN RIGHTS		
Promote human rights through an inclusive workplace culture, with adherence to international standards.	PL:	
	<ul style="list-style-type: none"> Maintain respect for human rights for all. 	Covered under policy, monitoring ongoing
	<ul style="list-style-type: none"> Strive for zero violations. 	Covered under policy, monitoring ongoing
	<ul style="list-style-type: none"> 100% resolution for any violations. 	Covered under policy, monitoring ongoing
	<ul style="list-style-type: none"> Training on Human rights. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> No Human Rights violation through promoting respect for every human at all times 	Covered under policy, monitoring ongoing No incidents of discrimination

Group ESG Goals & Targets 2030

Goal	Target	Status
OHS		
Incorporate Occupational Health and Safety (OHS) considerations into daily operations to cultivate a work environment that prioritises safety and well-being, ultimately striving for zero harm across the entire organisation.	PL:	
	<ul style="list-style-type: none"> To update OHS policy reflecting projects adhering to 45001:2018. 	Initiated and under implementation.
	<ul style="list-style-type: none"> Align to the standard within the organisation by 2025. 	Under implementation
	<ul style="list-style-type: none"> Zero reportable incidents. 	Monitored and tracked; safety norms enforced
	<ul style="list-style-type: none"> Zero fatality. 	Monitored and tracked; safety norms enforced
	PHL:	
	<ul style="list-style-type: none"> To revise OHS policy reflecting adherence to 45001:2018 	Initiated and under implementation.
	<ul style="list-style-type: none"> Align to the standard within the organisation by 2025 	Under implementation
Enhance customer stewardship by delivering exceptional service, proactive communication, and unwavering integrity, thereby cultivating lasting trust and loyalty.	PL:	
	<ul style="list-style-type: none"> Effective and Transparent communication <ul style="list-style-type: none"> → To formulate an ethical sales charter by 2025-26. → Quarterly training for the workforce for ethical selling. 	Under implementation; quarterly trainings conducted
	<ul style="list-style-type: none"> Elevate customer experience. <ul style="list-style-type: none"> → To conduct post-possession customer service camps - four per project every year to improve customer experience. → Customer safety and protection - 100% adherence to SOP during site visits. 	Under implementation
	PHL:	
	<ul style="list-style-type: none"> Effective and Transparent Communication 	Under implementation
	<ul style="list-style-type: none"> To train the workforce for ethical selling 	Under implementation
	<ul style="list-style-type: none"> To organise customer service camps - improving 5% improvement YoY on baseline 2023-24 	3-4 service camps conducted; continuous annual activity.
CUSTOMER STEWARDSHIP		

Goal	Target	Status
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CUSTOMER STEWARDSHIP

	PHL:	
	<ul style="list-style-type: none"> Protect safety of customers during site visits 	Monitored and tracked; no incidents reported.
	<ul style="list-style-type: none"> To promote the spirit of shared responsibilities by enabling and facilitating sales through channel partners 	Under implementation
Elevating customer well-being by providing exceptional products, services, and fostering positive interactions.	PHL:	
	<ul style="list-style-type: none"> To integrate safety-focused design elements for seniors and individuals with special needs within our facilities, encompassing features such as ramps, non-slip flooring, and ergonomic accessibility for 100% of the projects 	Ramps, non-slip flooring, emergency lighting provided at all major projects
	<ul style="list-style-type: none"> To enhance quality of life by creating open spaces and opportunities for recreation and have 20% improvement in overall safety and accessibility ratings by 2030 	Open spaces and landscaping expanded beyond regulatory norms

CORPORATE GOVERNANCE

Progressive corporate governance that ensures compliance with all regulations, effective risk management, and respect for employees and customers.	PL:	
	<ul style="list-style-type: none"> To develop a risk management framework for Business Risks, ESG Risks, and Climate risks. 	Initiated; stakeholder discussions in progress.
	<ul style="list-style-type: none"> Striving to become a well governed company which is one step ahead of regulatory requirement. 	Under implementation; regular compliance reviews
	PHL:	
	<ul style="list-style-type: none"> Board gender diversity: 30% by 2030 	In progress; representation monitored
	<ul style="list-style-type: none"> To develop a risk management framework for Business Risks, ESG Risks, and Climate risks 	Stakeholder discussion in progress
	<ul style="list-style-type: none"> To establish an internal ombudsman role to promote organisational transparency, impartial conflict resolution, and ethical practices, fostering a fair and accountable workplace - Environment 	Setting up of a steering committee initiated to reach ESG goals
	<ul style="list-style-type: none"> Regulatory compliance -All regulations met in time, striving to go beyond compliance and regulation (One step ahead policy) 	Under implementation

Goal	Target	Status
DATA SECURITY AND CYBER SECURITY		
Ensuring Data Governance and Cyber Security for all internal and external stakeholders.	PL:	
	<ul style="list-style-type: none"> Certification to ISO 27001 (Information security, cybersecurity and privacy protection – Information security management systems) by 2028. 	Stress-testing and third-party audits ongoing; certification planned
	PHL:	
	<ul style="list-style-type: none"> To become a digital first company by 2030 	Initiated
SUPPLY CHAIN MANAGEMENT		
To promote ESG ethos in the entire supply chain.	PL:	
	<ul style="list-style-type: none"> To have a Supplier Code of Conduct and achieve 100% adherence from suppliers/vendors 	SCoC in progress; supplier certifications tracked.
	PHL:	
	<ul style="list-style-type: none"> To promote ESG ethos in the entire supply chain 	Implementation under planning
BUSINESS GROWTH & PROFITABILITY		
Business growth & profitability	PL:	
	<ul style="list-style-type: none"> Consistent growth year-on-year. 	Sustaining growth
	PHL:	
	<ul style="list-style-type: none"> Consistent growth of 20% year-on-year 	Sustaining growth
ETHICS & INTEGRITY		
Ethics and Integrity at the core, periodic disclosures in a transparent manner	PHL:	
	<ul style="list-style-type: none"> Ethics and Integrity at the core, periodic disclosures in a transparent manner 	Ongoing, stakeholder engagement and fair communication established.



Artistic impression of Purva Orient Grand, Bengaluru



Artistic impression of Purva Atmosphere, Pune

Building a Greener Tomorrow

Our Approach to Sustainable Design
& Construction

Our Climate & Energy Strategy

Innovations in Materials & Waste Reduction

Water Stewardship Across Our Projects

Enhancing Urban Biodiversity



Our Approach to Sustainable Design & Construction

Sustainable design and construction serve as core principles that guide our project development, ensuring that environmental responsibility is embedded across all stages of planning and execution.

PHL is among the few enterprises in India to partner with the International Finance Corporation (IFC) to promote affordable and environmentally responsible housing. At PHL, construction is executed through reputed turnkey contractors who are contractually required to safeguard the environment, minimise adverse impacts, and ensure full compliance with emission and discharge standards. PHL continues to advance sustainability by reducing sustainable materials, and striving toward zero

energy use, implementing EDGE benchmarking across all projects, increasing the adoption of waste to landfill. In alignment with green building best practices, all new PHL projects aim for a minimum IGBC Silver certification, supported by IGBC's demonstrated tangible benefits, including 20–30% energy savings and 30–50% water savings. The following projects have demonstrated notable gains in energy efficiency, enhanced water savings, and increased use of resource-efficient materials. Several sites, including Sunworth Phase 3 and Deansgate, exhibit particularly strong performance, reflecting the effectiveness of PHL's sustainable design measures and commitment to lowering environmental impact.

IFC EDGE Pre-certification:

SL.NO.	PROJECTS
1	Ecopolitan Phase 1 & 2
2	Deansgate
3	Botanico
4	Sunworth Phase 3
5	Mallasandra
6	Parksquare Tower 6

PL is one of the founding members of the Indian Green Building Council (IGBC), reflecting a strong commitment to green building and sustainable development. These associations underscore

PL's dedication to mainstreaming sustainability in the built environment.

IGBC Rated Projects under our portfolio:

PURAVANKARA – IGBC			
SL.NO.	PROJECTS	TARGET CERTIFICATION	PROJECT LOCATION
1	Meraki	GOLD	HSR layout, Bengaluru
2	Park hill	SILVER	Kanakapura road
3	Zenium 2	SILVER	Hosahalli Village, Bengaluru
4	LakeVista – Windermere	GOLD	Medavakkam, Chennai
5	Orient Grand	GOLD	Lalbagh road, Bengaluru
6	Bluebelle	GOLD	Magadi road, Bengaluru



Artistic impression of Purva Meraki, Bengaluru

Our Climate & Energy Strategy

Energy

For the Puravankara Group, energy consumption takes place across project sites and corporate offices. At sites, energy is needed for machinery, transport, and temporary facilities. Completed projects require a reliable supply of lighting, HVAC systems, and common amenities. At headquarters and regional offices, electricity use drives day-to-day operations, with diesel generators providing backup during outages.

Recognising this diverse footprint, the Group's energy strategy is anchored on three priorities:

- Efficiency – designing buildings and offices to minimise demand through natural light, efficient HVAC, and LED adoption.

- Renewables – expanding the role of solar and other clean sources, both at projects and in office operations.
- Resilience – ensuring continuity of supply while gradually phasing down dependence on diesel generators.

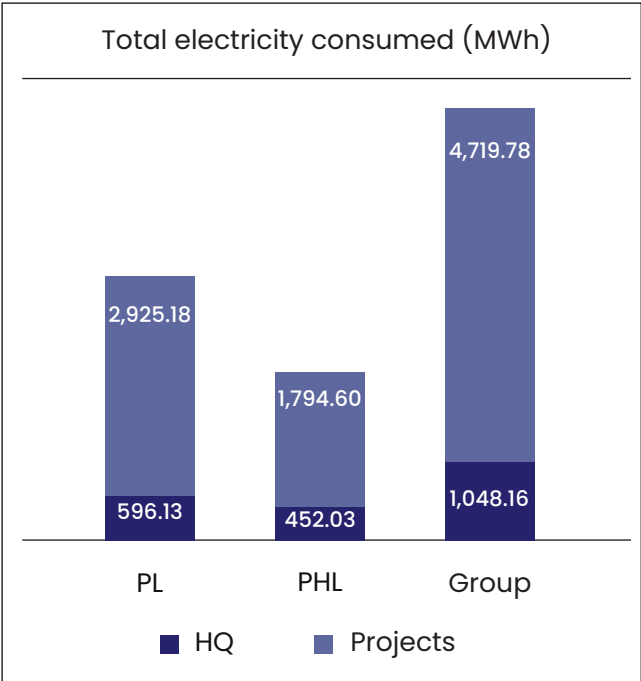
This integrated approach helps us balance business continuity with environmental responsibility.

During the reporting year, the total energy consumed at PL was 4,695.48 MWh, of which 18% was consumed at HQ and 82% at project sites. At PHL, the total energy consumed was 3,748.97 MWh, with 14% consumed at HQ and 86% at project sites. The energy intensity by revenue has been calculated and shared in the table below, with plans to additionally map intensity in terms of physical output.

Energy intensity (Revenue based)	Units	
PL	kWh/INR lakhs	51.18
PHL	kWh/INR lakhs	104.55

In terms of electricity, the Group consumed a total of 1,048.16 MWh of electricity across offices and 4,719.78 MWh at project sites. A total of 596.13 MWh and 452.03 MWh of electricity was consumed at PL and PHL headquarters, respectively. For projects, 2,925.18 MWh was consumed at PL and 1,794.60 MWh at PHL. Electricity was sourced primarily from the grid, supplemented by diesel generators. Additionally, renewable electricity was sourced at select project sites. At PHL, renewable electricity (onsite and offsite) accounted for 5% of total electricity consumption, with maximum RE consumption by Parksquare, whereas at PL, the contribution (onsite) was 0.7 %.

Puravankara places strong emphasis on energy efficiency as a core pillar of its sustainability and carbon reduction strategy. The company actively integrates environmentally responsible practices across its projects to minimise environmental impact and enhance operational performance. Key initiatives include the installation of energy-efficient and timer-based lighting systems, use of copper-wound transformers, renewable energy integration, deployment of BIS-certified star-rated equipment, and adoption of high-efficiency pumps, motors, and other electrical systems. In addition, adherence to ASHRAE standards ensures that all energy systems are designed and operated for maximum efficiency, reinforcing Puravankara’s commitment to a low-carbon, sustainable future.



At PHL, we are advancing renewable energy adoption through solar periphery lighting, statutory solar water heating, and provisions for EV charging outlets. Additionally, our energy efficiency measures include using 5-star rated transformers, BIS-certified HVAC systems, LED fixtures, and timer-based lighting for basements and outdoor areas to optimise energy use and reduce consumption.

Emissions

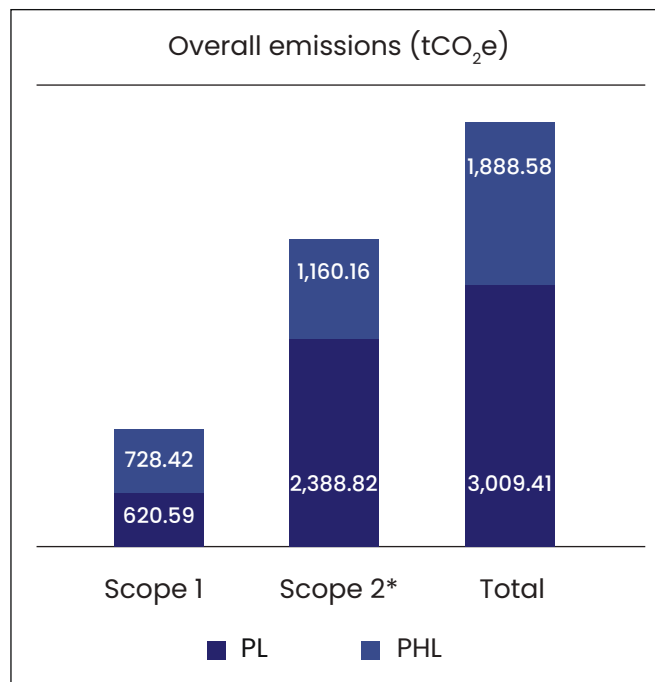
Real estate development is a carbon-intensive sector, with emissions arising from construction activities, extraction of building materials, and ongoing operational energy-use. Under Puravankara group's GHG accounting, direct fuel use at sites (LPG), owned vehicles and diesel generators (Scope 1); purchased electricity for offices and projects (Scope 2); and embodied carbon in materials and logistics (Scope 3) collectively define our emissions profile.

At present, the Group formally tracks and reports Scope 1 and Scope 2 emissions, while recognising the importance of engaging with the harder-to-measure Scope 3 emissions in the future. Our immediate focus is on:

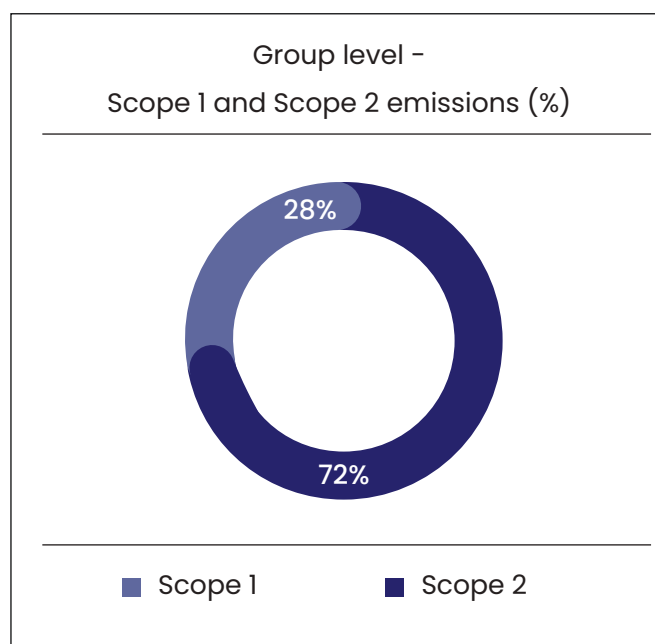
- Reducing operational emissions through efficient equipment, clean energy adoption, and better site practices.
- Optimising design choices to minimise carbon intensity in buildings.
- Laying the groundwork for mapping and addressing Scope 3 emissions through supplier engagement and material innovation.

This dual approach of rigorous monitoring of operational carbon accounting and long-term alignment with low-carbon construction reinforces our role in supporting India's transition to a sustainable built environment.

During this reporting period, the Group's total emissions amounted to 4,897.99 tCO₂e, comprising 28% from Scope 1 and 72% from Scope 2 sources. PL contributed 3,009.41 tCO₂e (61% of total emissions), while PHL accounted for 1,888.58 tCO₂e (39%), collectively forming the Group's overall carbon footprint.



* Scope 2 emissions are in t CO₂



Further breakdown of GHG Scope emissions at the headquarters and project levels is provided in the table below.

EMISSIONS		PL	PHL	GROUP
Scope 1 (tCO ₂ e)	HQ	70.12	26.77	96.89
	Projects	550.47	701.65	1,252.12
	Total	620.59	728.42	1,349.01
Scope 2 (tCO ₂)	HQ	432.92	327.46	760.38
	Projects	1,955.90	832.70	2,788.60
	Total	2,388.82	1,160.16	3,548.98

The emission intensities calculated for PL and PHL are shown in the table below:

Emissions Intensity (Revenue based)	Units	
PL	kgCO ₂ e/INR lakhs	32.80
PHL	kgCO ₂ e/INR lakhs	52.67

To reduce the carbon footprint across our commercial spaces and project sites, we are implementing the following strategies to collectively strengthen our sustainability efforts:

- Adoption of hybrid or electric tools, equipment, and vehicles
- Increased use of onsite and offsite renewable energy
- Efficient management of DG sets
- Optimization of LPG consumption
- Promotion of alternative fuels
- Integration of energy-efficient design
- Adherence to green building norms
- Awareness creation among stakeholders

Puravankara Group continues to strengthen its GHG accounting practices by consistently monitoring Scope 1 and Scope 2 emissions and is now advancing its efforts to initiate comprehensive Scope 3 emissions assessment. This progression reflects our commitment to building a more complete understanding of our climate impacts and enhancing our decarbonisation strategy.

Air Emissions

Maintaining healthy air quality is integral to our construction practices at Puravankara. Recognising the potential risks arising from vehicular movement, heavy equipment, DG sets, and construction machinery, we closely monitor key pollutants such as PM10, PM2.5, SOx, and NOx across all project sites.

Proactive measures, such as the strategic placement and regular maintenance of DG sets, help minimise dust, particulate matter, and exhaust emissions. As a result, air emission levels at our project sites consistently remain within prescribed regulatory limits, ensuring the safety and well-being of both workers and neighbouring communities, as reflected in the table below.

To further control dust and air pollution, we have implemented several mitigation measures, including:

- Installation of barricades and dust/wind-breaking walls around construction areas and the use of screens for buildings under construction.
- Covering vehicles carrying dust-prone materials like sand, cement, and murrum with tarpaulin sheets.
- Proper covering of loose soil and cement stored on-site.
- Use of wet jets during grinding and stone cutting to suppress dust at the source.
- Regular water sprinkling on unpaved surfaces to reduce dust generation.
- Development of green cover around project sites to improve local air quality.
- Preference for low-emission machinery and vehicles to minimise environmental impact.

Air quality parameters	Sulphur dioxide	NOx	PM 10	PM 2.5
UNITS	microgram/m ³	microgram/m ³	microgram/m ³	microgram/m ³
NAAQ Limits	80	80	80	80
PROJECTS				
Purva Somerset House	16.9	27.8	60.5	29.1
Purva Windermere	15.3	23.4	56.2	26.8
Sound of water	8.64	33.84	51.09	17.1
Purva Zentech	8.32	34.37	50	15.71
Provident Adora De Goa (Near site office)	8.46	14.21	57.11	28.69
Provident Botanico	7.46	37.18	56.52	18.92
Provident Capella	7.2	34.09	53.5	17.32
Provident Deansgate	9.04	34.19	56.16	17.55
Provident Equinox	6.81	36.03	54.66	19.52
Provident Parksquare	6.88	37.11	58.94	19.04
Provident Bayscape	19.5	24.6	61.2	29.8

At PHL, all vehicles are required to possess valid Pollution Under Control (PUC) certificates. DG sets are installed only in designated areas with chimneys of prescribed height in line with Pollution Control Board norms, and ultra-pure, low-sulphur diesel is used to reduce harmful emissions. Adequate systems are also in place to ensure safe and efficient debris removal.

To enhance real-time monitoring, we are in the process of installing PM10 and PM2.5 sensors for continuous dust-level tracking at our project sites. This initiative has already been implemented at a few sites, including Botanico, Ecopolitan, and the PHL Corp Office, supporting our commitment to rigorous environmental management. In addition to these parameters, other air quality indicators such as Carbon Monoxide, Lead, Ozone, and Ammonia are also monitored regularly.

We also monitor noise levels at multiple locations across our sites; wherever exceedances are unavoidable, necessary mitigation measures such as the installation of ear mufflers are implemented to ensure effective control. Additionally, we conduct periodic soil and water quality tests, ensuring a comprehensive approach to environmental management.

AIR QUALITY MANAGEMENT @ PROJECT ASPIRE

- ▶ Implemented an integrated Air Quality and Erosion Control Plan to maintain clean air and safe site conditions.
- ▶ Followed an Indoor Air Quality (IAQ) Management Plan aligned with SMACNA guidelines for both construction and pre-occupancy phases.
- ▶ Enforced a no-tobacco policy with clear “No Smoking” signage across the site.
- ▶ Controlled dust and erosion through regular water sprinkling, vehicle washing, and speed restrictions (10 km/hr) within the site.
- ▶ Stored dusty materials in enclosed areas and preserved topsoil using gravel, wood chips, or vegetation cover.
- ▶ Maintained adequate ventilation and regular housekeeping to minimise particulate matter.
- ▶ Protected moisture-sensitive materials (e.g., rebar, glass) from exposure and sealed construction openings to prevent dust ingress.
- ▶ Ensured safe HVAC installation practices with dedicated spaces and PPE for workers.



All air emission parameters at project sites are well below the NAAQ limits



Implementing Air Quality Management Plan

Innovations in Materials & Waste Reduction

Material

Puravankara prioritises sustainable and efficient materials management. At PL, monitoring systems are being enhanced to track a broader range of construction inputs, including plastering sand, fittings, plumbing insulation, electrical conduits, and miscellaneous items such as metal boxes, sockets, couplers, switches, plates, etc. This enhanced oversight not only supports optimal resource utilisation but also reduces waste, encourages the use of sustainable and recycled alternatives, and ensures that our projects are designed for durability, energy efficiency, and long-term environmental responsibility.

At PHL, our material optimisation strategies focus on both the design and execution stages. At the design stage, we reduce elevation features to minimise surface area, avoid basements to lower concrete requirements, optimise shaft designs for multiple toilets, adopt modular layouts for repeatability, leverage natural earth profiles for landscapes and ramps, and use aluminium formwork systems to save time and cost and avoid ply and plastering materials. During execution, we train the labour force to minimise material wastage, conduct monthly material reconciliations, and repurpose scraps steel for barricades, concrete cubes for pathways, and wooden offcuts for signage boards. Thereby collectively enhancing resource efficiency, reducing waste, and contributing to more sustainable construction practices.

The list of material consumed at both the PL and PHL project sites is listed below:

SL.NO.	MATERIALS CONSUMED	UNITS	PL	PHL
A	General			
1	Earth used for back filling (onsite and offsite)	Cum	1,55,928.99	56,380.96
B	Concrete			
1	Construction aggregate and sand (M – Sand, P – Sand)	Cum	3,90,226.35	1,36,649.90
2	Cement (Concrete and other works)	Tons	81,979.88	20,754.74
3	GGBS and Fly Ash	MT	26,792.87	9,161.43

SL.NO.	MATERIALS CONSUMED	UNITS	PL	PHL
C	Concrete Blocks			
1	Concrete blocks	Nos	22,19,863.22	5,91,490.00
D	Metals			
1	Metal (Iron and Steel)	MT	27,123.54	8,574.52
E	Other Metals			
1	Aluminium*(Shuttering, glazing, external glazing, doors, windows, ventilators, louvers)	Sqm	5,10,560.45	2,15,734.87
2	UPVC Doors, Windows and Ventilators	Sqm	15,366.43	19,965.64
3	GI Pipes of Class 'C'	RM	4,549.00	-
F	Wood			
1	Wood frames and other wood materials	Cum	619.54	21,813.29
2	Shutters - All types	Sqm	6,628.82	8,726.64
G	Plumbing			
1	CPVC, UPVC and PVC	RMT	1,58,644.96	94,422.47
2	CP fixtures, Porcelain fixtures & fittings	Nos	5,582.00	14,166.00
3	Thermal insulation	RMT	1,506.00	-
4	PVC	RMT	10,439.00	-
5	PVC and CPVC fitting	Nos	43,570.00	-
6	Hardware and Fasteners	KG	1,286.00	-
7	Plumbing and HVAC Accessories & Fittings	Nos	25,486.00	-
H	Paints			
1	Internal and External	Sqm	2,48,508.95	4,12,033.50
I	Waterproofing			
1	Waterproofing (Cementitious / Crystalline, Polyurithene, APP Membrane)	Sqm	50,723.01	2,61,648.00

* This includes aluminium used for Shuttering, glazing, external glazing, doors, windows, ventilators, louvers, etc.

SL.NO.	MATERIALS CONSUMED	UNITS	PL	PHL
J	Flooring			
1	Tiles, wooden tiles & others	Sqm	1,94,823.38	1,63,824.76
K	Electric Wires / Cables			
1	Wires and cables (Internal and external)	km	1,287.69	2,089.08
2	PVC Conduiting	km	647.02	1,796.95
3	PVC - Others (Drain cell)	Sqm	0.08	7,914.00
4	Conduit	Rmt	63,200.00	-
5	Miscellaneous**	Nos	22,574.00	354.00
6	FRLSWIRE and cable & Alarm cable and GI strip	m	40,153.00	-

** This category includes items that may not be consistently classified under the main headings provided and are therefore listed as miscellaneous. Examples of such items include, but are not limited to, metal boxes, couplers, sockets, MCB switches, indicators, plates, LEDs, swimming pool mechanical equipment, plants, solar panels, DG sets, CCTV systems, and lifts.

Site Preservation and Management @ Project Aspire

- ▶ Barricades protect undisturbed site areas and prevent encroachment.
- ▶ Construction materials are stored only in designated areas to minimise disruption.
- ▶ Topsoil is covered with gravel, wood chips, or vegetation to prevent erosion.
- ▶ Signboards identify and guide proper handling of stored topsoil.

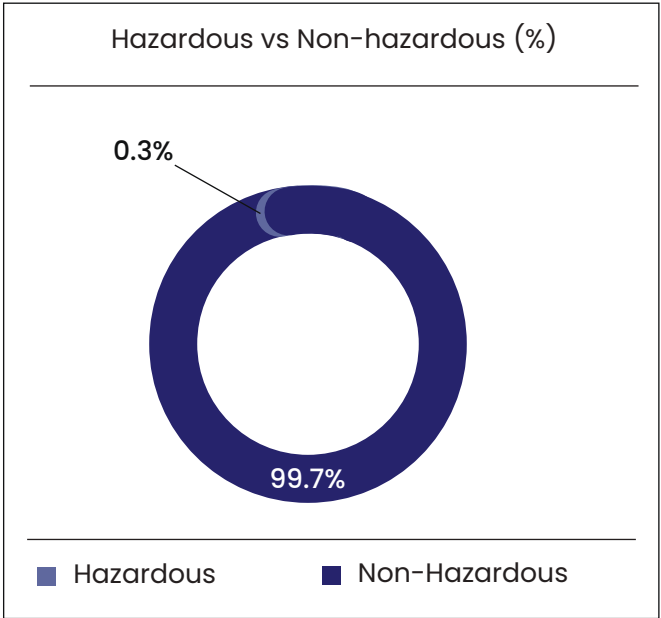
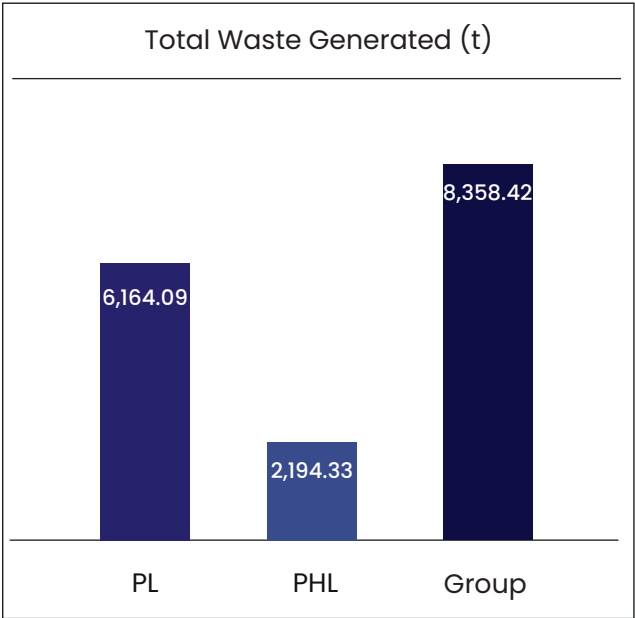
Waste

As part of our commitment to sustainable construction, we have embedded a structured waste management framework across all operations. With the construction sector being inherently resource-intensive, our efforts focus on minimising waste at the source, maximising reuse and recycling, and ensuring responsible disposal through authorised channels. Our long-term vision remains achieving “zero waste to landfill”.

We actively promote circularity by reusing construction and demolition waste for backfilling and processing 100% of organic waste through converters to produce compost. These initiatives help reduce landfill pressure, conserve virgin raw

materials, and enhance resource efficiency. Our approach is supported by structured processes for waste inventory and data management, personnel training, contingency planning, and waste minimisation, ensuring compliance with regulations and alignment with our broader sustainability goals.

For the PL Group, the total waste generated in FY 2024-25 was 8,358.42 tonnes, of which 6,164.09 tonnes (74%) originated from PL and 2,194.33 tonnes (26%) from PHL. The waste is further categorised into non-hazardous and hazardous types. Non-hazardous waste accounted for 8,335.97 tonnes (99.7%), while hazardous waste constituted 22.45 tonnes (0.3%) of the total.

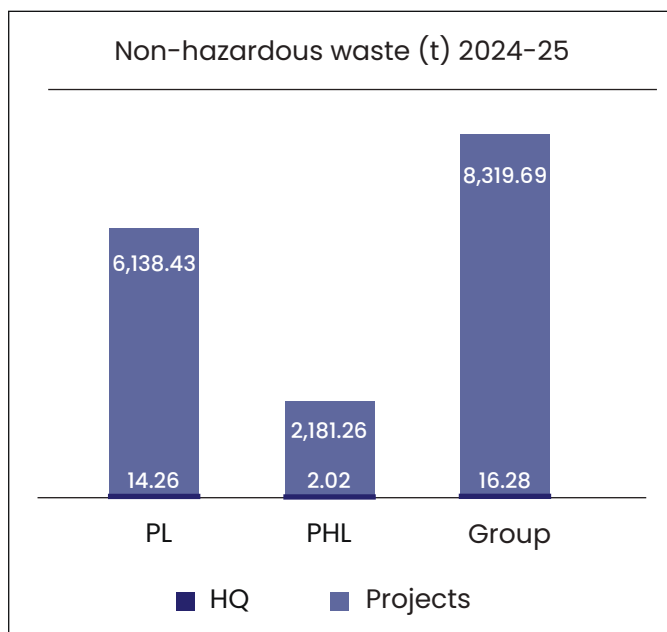


100% of the organic waste processed in organic waste converters

Non-hazardous waste

At PL and PHL headquarters, the primary non-hazardous wastes include plastic, paper, and wet garbage. In contrast, project sites manage a wider range of waste streams, such as waste wood, scrap steel, construction and demolition waste, and miscellaneous waste, in addition to plastic, paper, and wet waste.

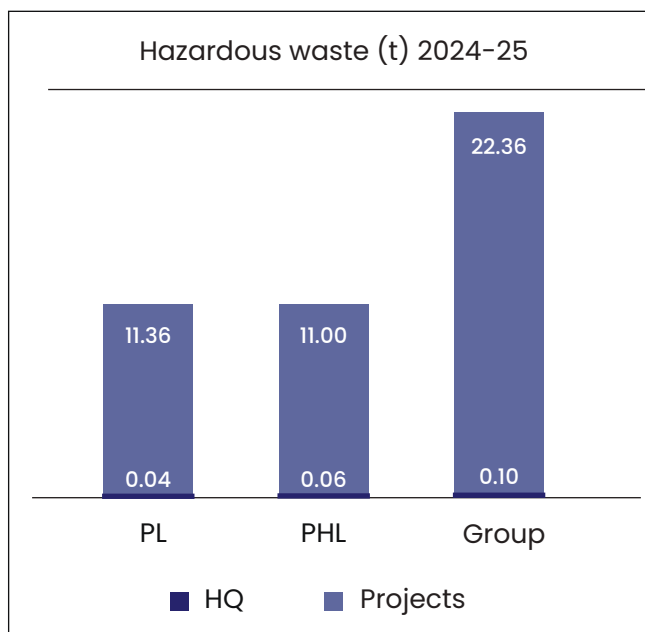
Of the total non-hazardous waste generated at the group level, 74% is from PL and 26% is from PHL. At the headquarters, wet garbage is the largest contributor to non-hazardous waste, while plastic waste represents the smallest share. Across project sites, construction and demolition waste accounts for 88% of the total non-hazardous waste, followed by scrap steel at 9%. The remaining categories together constitute less than 4% of the total non-hazardous waste generated.



Hazardous waste

Both PL and PHL handle used oil, used oil filters, and cotton waste across headquarters and project sites. Chemical waste, and paint waste are generated only at project sites, primarily by PHL.

In this reporting period, PL and PHL generated approximately 11 kg each of hazardous waste. Used oil is the largest contributor under this category, accounting for more than 88% of the hazardous waste generated across both project sites and HQ.



Reusing construction and demolition waste for backfilling

Waste intensities calculated for PL and PHL are given in the table below:

Waste Intensity (Revenue based)	Units	
PL (Revenue based)	kg/INR lakhs	67.18
PHL (Revenue based)	kg/INR lakhs	61.19

Construction Waste Management @ Project Aspire

- ▶ Implemented a comprehensive Construction Waste Management Plan based on the principles of reduce, reuse, recycle, and donate.
- ▶ Achieved over 75% reuse or recycling of civil and interior construction waste.
- ▶ Reused broken bricks and concrete blocks onsite for levelling and backfilling works.
- ▶ Segregated waste by type (e.g., steel, aluminium) for recycling or sale as scrap.
- ▶ Maintained a construction waste log to track generation, segregation, and disposal.
- ▶ Placed clearly labelled waste bins across the site for recyclable and non-recyclable materials.
- ▶ Stored and stacked waste in designated, demarcated areas to ensure safety and compliance.
- ▶ Repurposed cement bags for barricading and used waste concrete for pathway hardening, promoting circular use of materials.



Implemented a comprehensive Construction Waste Management Plan based on the principles of reduce, reuse, recycle, and donate.

Water Stewardship Across Our Projects

Water is a vital resource across all construction activities, from site preparation and concrete mixing to dust control and landscaping. At Puravankara, we are committed to responsible water management, focusing on efficient usage, reducing consumption, and minimising effluent discharge. Through these practices, we aim to conserve freshwater resources, protect water quality, and support long-term environmental sustainability.

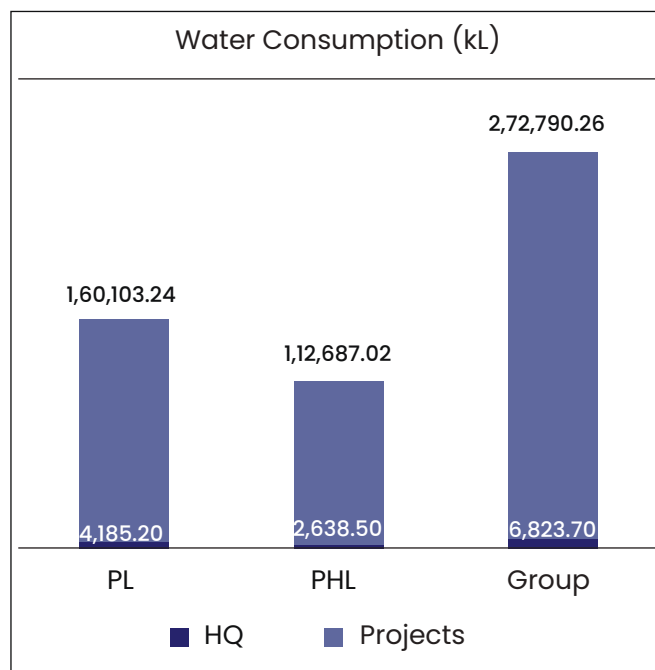
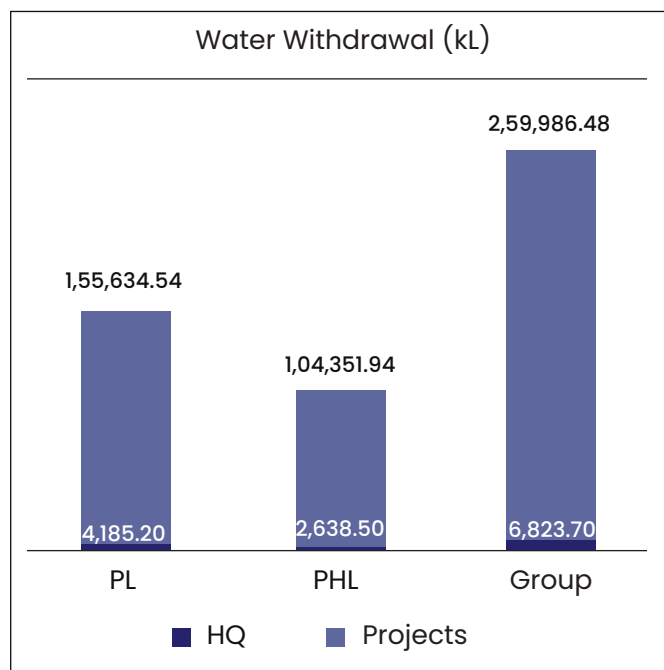
Water Withdrawal

For PL and PHL HQ, the primary sources of water are groundwater, followed by municipal supply. This results in a total water withdrawal of 6,823.70 kL for Group HQ. For PL project sites, water is drawn from tankers, surface water, third-party

(drinking water), and groundwater, whereas PHL projects rely entirely on tankers followed by third-party for drinking water. The total water withdrawal for group projects is 2,59,986.48 kL. Out of total water withdrawal, 60% is allocated to PL and 40% to PHL.

Water Consumption

At project sites, the majority of water is used for construction activities, followed by landscaping, drinking and labour sheds, whereas at headquarters it is used entirely for non-potable and drinking purposes. In this reporting year, the Group's total water consumption was 2,79,613.96 kL, with 98% consumed at project sites and 2% at headquarters. Of the total, PL accounted for 59% of consumption and PHL for 41%.



In this reporting period, the group-level intensities calculated are shown in the table below:

Water Intensity (Revenue based)	Units	
PL (Revenue based)	kL/INR lakhs	1.79
PHL (Revenue based)	kL/INR lakhs	3.22

Water Recycled and Reused

In this reporting period, in total, 21,339.63 kL of water is recycled across Group projects. Out of this, 35% is contributed by PL projects and 65% by PHL projects. In some of the projects, the water is recycled and reused for landscaping. The remaining water undergoes treatment before being discharged, resulting in a total of 8,535.85 kL of treated wastewater generated.

Water Use and Reuse @ Project Aspire

Treated water is used for various construction activities such as concrete mixing, plastering, and curing, thereby reducing reliance on potable water. The quality of treated wastewater meets the prescribed standards, ensuring it is suitable for reuse during construction operations. Additionally, measures such as using gunny bags and maintaining water ponds are in place to promote water use efficiency and resource optimisation.



Water conservation through reusing treated water



Artistic impression of Purva Emerald Bay, Pune

Enhancing Urban Biodiversity

Puravankara Group, guided by the philosophy of “Harmony with Nature”, strives to balance real estate development with ecological preservation. Across all business verticals, the Group integrates green design, water conservation, and biodiversity enhancement into project planning and execution.

Key practices include rainwater harvesting, well revival for groundwater recharge, creation of open green spaces, and sustainable landscaping. All projects undergo Environmental Impact Assessments (EIA) to ensure regulatory compliance and prevent adverse impacts on biodiversity. The Group also prioritises brownfield or unvegetated land for development, ensuring no projects are located near protected or high-biodiversity areas.

Puravankara Limited (PL) operationalises this approach through native landscaping, open green areas, and resource-efficient systems such as water recycling and groundwater recharge. Under Environmental Capital (EC), PL continues to foster ecological balance, green cover expansion, and carbon footprint reduction through initiatives spanning biodiversity restoration, urban greening, and climate action, thereby contributing to long-term environmental resilience and community well-being.

The company has undertaken extensive tree plantation drives to restore native vegetation

and engage local communities in ecological conservation. Through long-standing partnerships with civic authorities, it has transformed urban spaces into vibrant green corridors and community parks that enhance air quality, promote public health, and enrich urban biodiversity. Complementing these efforts, Puravankara also focuses on reducing its carbon footprint through responsible construction practices, including rainwater harvesting, groundwater recharge, sustainable material use, and adherence to environmental regulations, demonstrating its commitment to a greener and more resilient urban future. The Group does not operate any sites that are adjacent to protected areas or areas of high biodiversity value. Further, none of its activities are assessed to have a significant negative impact on biodiversity.

Provident Housing Limited advances biodiversity through urban greening and community-focused initiatives. All projects are located within city limits and outside protected zones. The “One Home, One Tree” initiative ensures integration of native species and green spaces in every project, supporting local flora and fauna.

PHL plans to expand its efforts through biodiversity assessments, sustainable landscaping, community awareness programmes, and collaborations with conservation organisations to further enhance ecological value across its developments.



Taking initiatives for ecological preservation and site management



Artistic impression of Purva Sparkling Springs, Bengaluru



Artistic impression of Purva Atmosphere, Pune



Artistic impression of Purva Orient Grand, Bengaluru

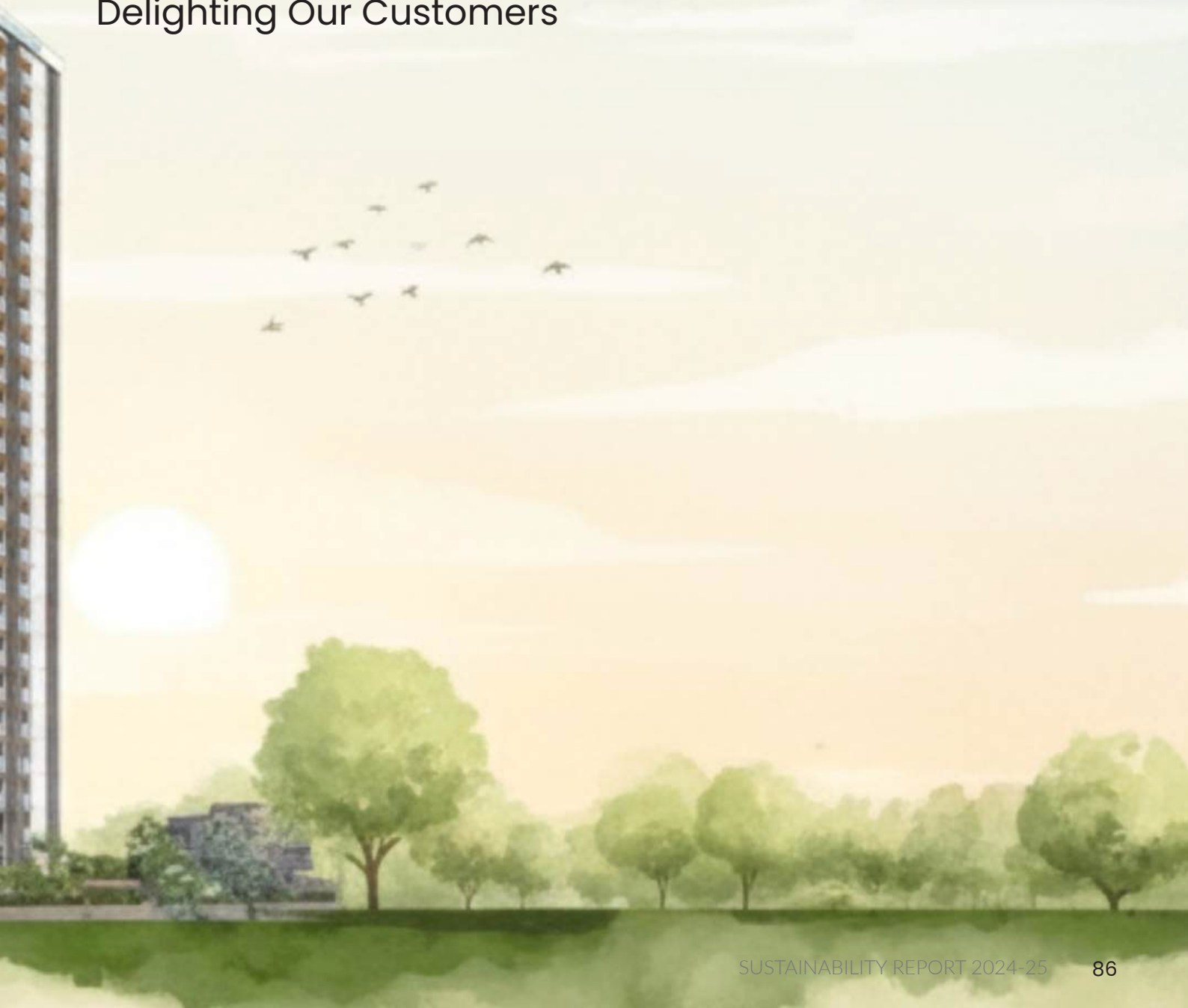
Empowering People & Communities

Fostering a Culture of Excellence, Diversity, and Inclusion

Prioritising Health, Safety, and Wellbeing

Investing in Our Communities

Delighting Our Customers



≡ EMPOWERING PEOPLE & COMMUNITIES

At Puravankara, social responsibility is deeply embedded in our business philosophy. We strongly believe that the success of our organisation is closely linked to our stakeholders, including employees, customers, and the community.

Our employees are the driving force behind our organisation, and we are committed to fostering a diverse and inclusive workforce, with a strong emphasis on employee well-being, workplace safety, and opportunities for holistic growth.

Customers are the heart of our business, and we are committed to providing exceptional customer experiences through improved services and products. We also uphold our responsibility to the community, actively engaging in CSR activities that create meaningful impacts.

We are proud to share that we have made significant progress in social areas this year and remain on a promising path towards achieving our ESG goals.



Fostering a Culture of Excellence, Diversity, and Inclusion

At Puravankara Group, we firmly believe that the success of our organisation is driven by motivated, engaged, and enthusiastic employees. This section highlights our key initiatives and performance in fostering workforce diversity and inclusion, along with employee-related data such as new hires and turnover. It also outlines our continuous efforts to invest in employee development through training programmes, comprehensive benefits, and engagement initiatives that support growth, retention, and overall well-being.

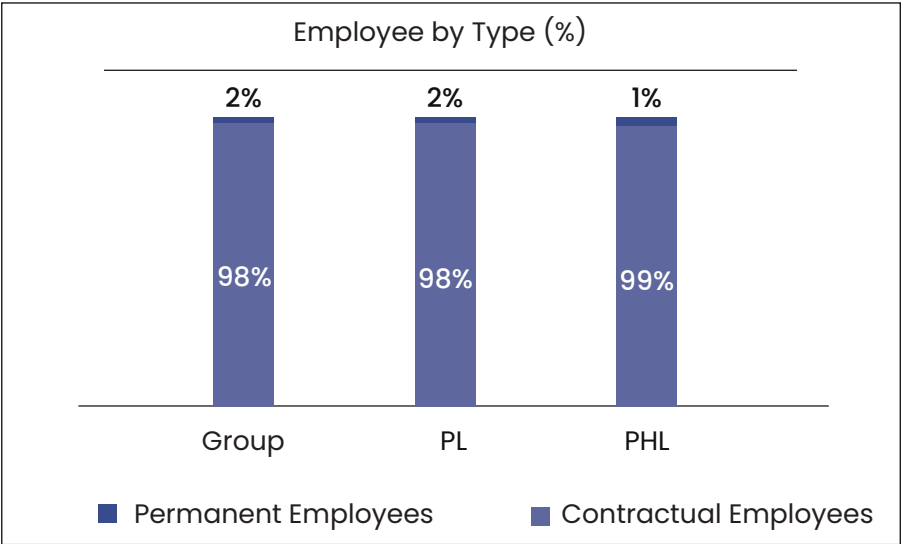
In FY 2024–25, we at Puravankara Group continued to strengthen our people-first culture with a total workforce of 1,365 employees, including 1,339 permanent and 26 contractual employees. During the reporting year, our overall gender diversity across both permanent and contractual employees was 27%, reflecting our ongoing efforts to foster a workplace where everyone has the opportunity to thrive.

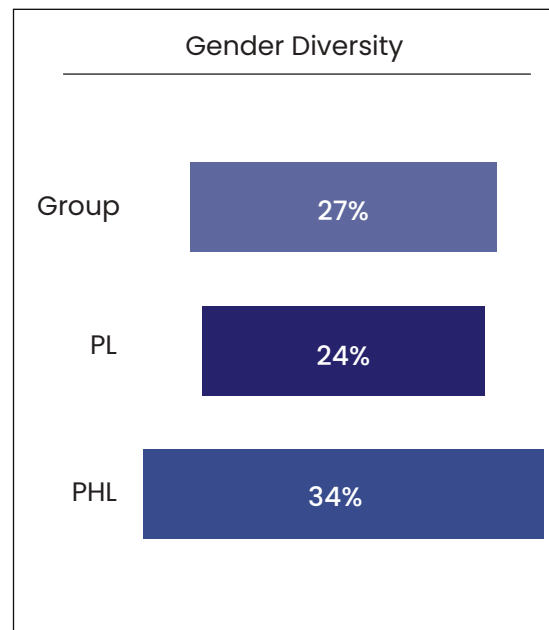
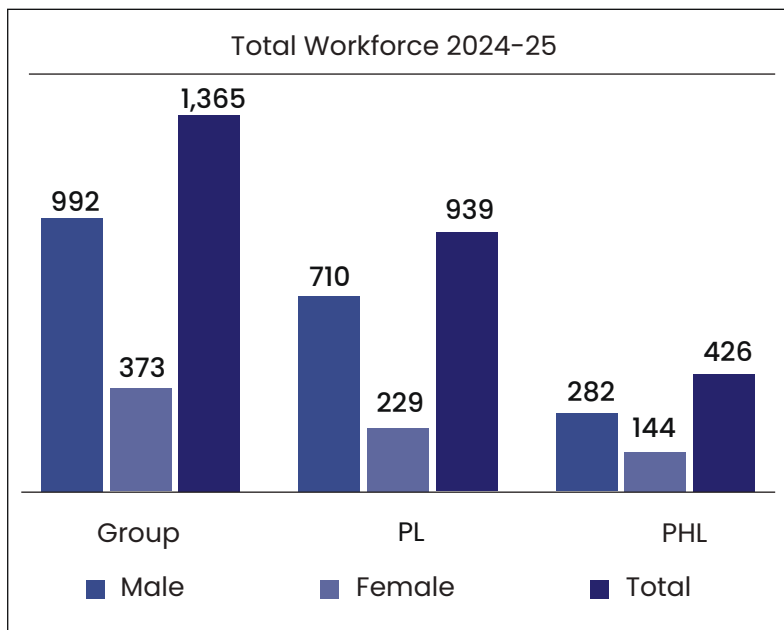
At PL, our team comprised 939 employees, of which 918 were permanent and 21 were contractual. With women representing 24% of our total workforce, we remain dedicated to advancing gender balance and ensuring that inclusion is embedded in our everyday practices.

At PHL, we are proud to report that our gender diversity increased to 34%, up from 32% last year, showcasing our strong and consistent commitment to building a diverse and inclusive workforce. We had a total workforce of 426 employees, including 421 permanent and 5 contractual employees. We are delighted to have achieved our ESG 2030 goal of 30% gender diversity well ahead of time, reflecting our unwavering commitment to empowering women and fostering an equitable workplace.



10% increase in total workforce compared to previous year

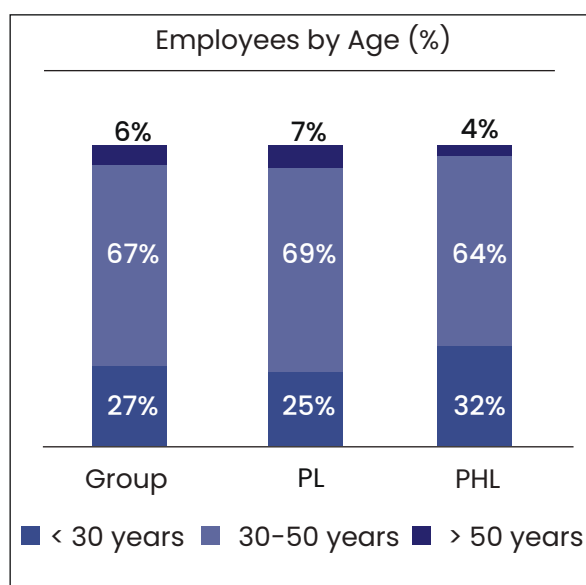
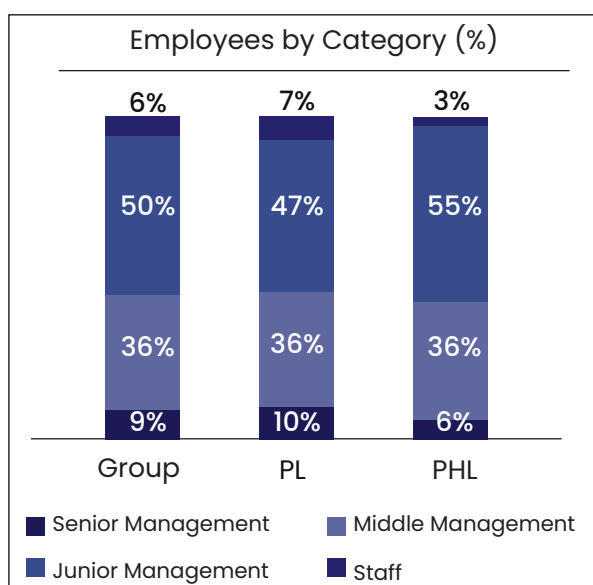




At Puravankara Group, we recognise that employees from diverse age groups, experience levels, and categories contribute significantly to innovation, productivity, and organisational growth. During the reporting period, half of our workforce comprised employees in the junior category, accounting for 50% at the Group level. This was followed by 36% in middle management, 9% in senior management, and 6% categorized as staff. This distribution reflects our strong foundation of young and dynamic

talent, supported by experienced leadership layers that drive organisational stability and strategic direction. A similar trend was observed across individual entities, as illustrated in the chart below.

By age category, the majority of the workforce falls within the 30–50 years group, constituting 67% at the Group level, followed by 27% below 30 years and 6% above 50 years. A similar trend was observed across both PL and PHL.

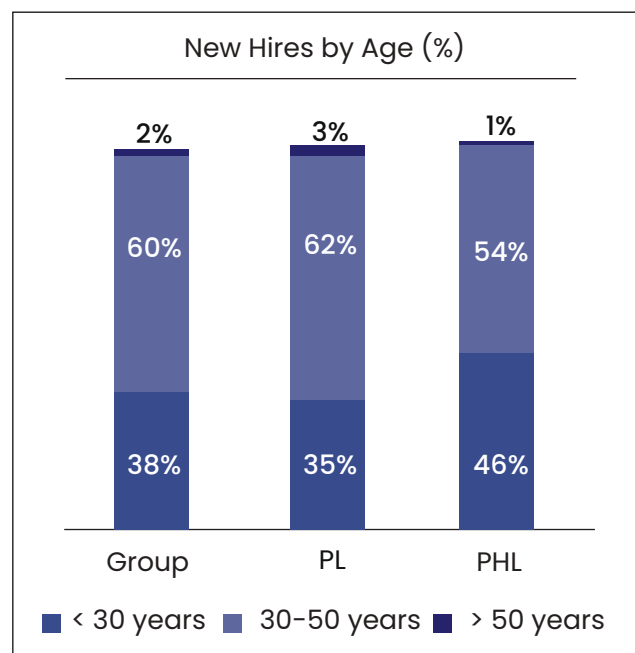
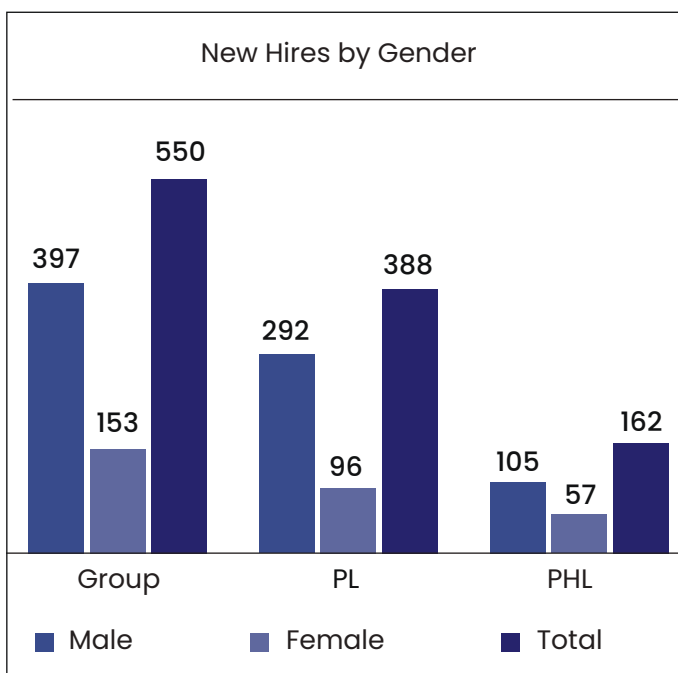


New Hires

In line with our growth and talent development strategy, we at Puravankara Group welcomed a diverse cohort of new hires during the reporting period. A total of 550 new employees joined our workforce, strengthening our capabilities across various functions. Of these, 397 were male and 153 were female, reflecting our sustained focus on enhancing gender diversity.

By age group, 38% of new hires were below 30 years, 60% were between 30 and 50 years, and 2% were above 50 years, underscoring our commitment to building a multi-generational workforce that blends fresh perspectives with seasoned expertise.

At the entity level, PL welcomed 388 new hires, and PHL onboarded 162 new employees, further strengthening our talent base across the Group.

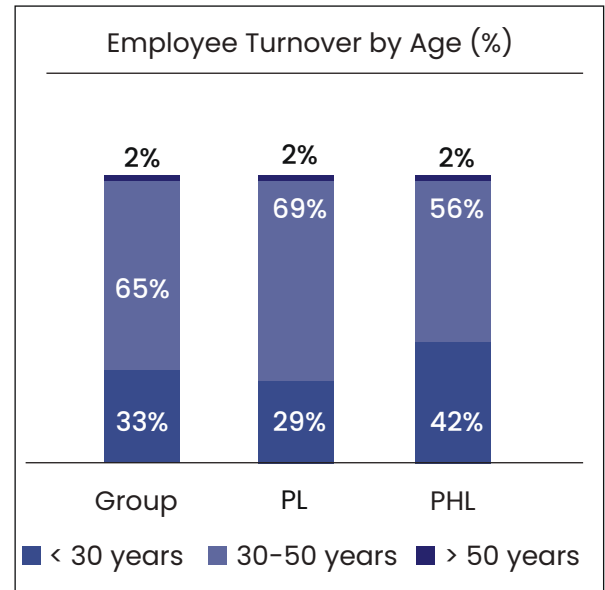
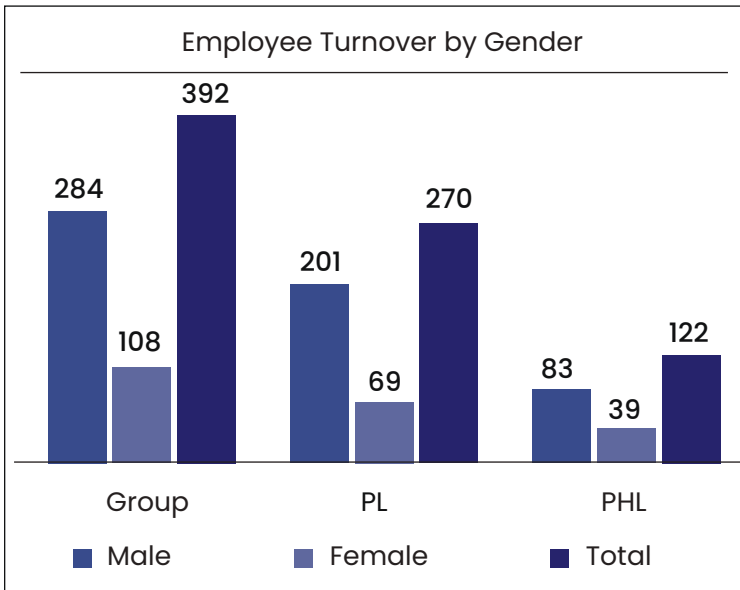


Employee Turnover

At Puravankara Group, we closely monitor employee turnover as part of our ongoing commitment to enhancing workforce stability and supporting organisational growth. During the reporting period, the overall employee turnover stood at 392, comprising 284 male and 108 female employees.

Analysing turnover by age, 33% of employees below 30 years, 65% of employees aged 30–50 years, and 2% of employees above 50 years exited the organisation.

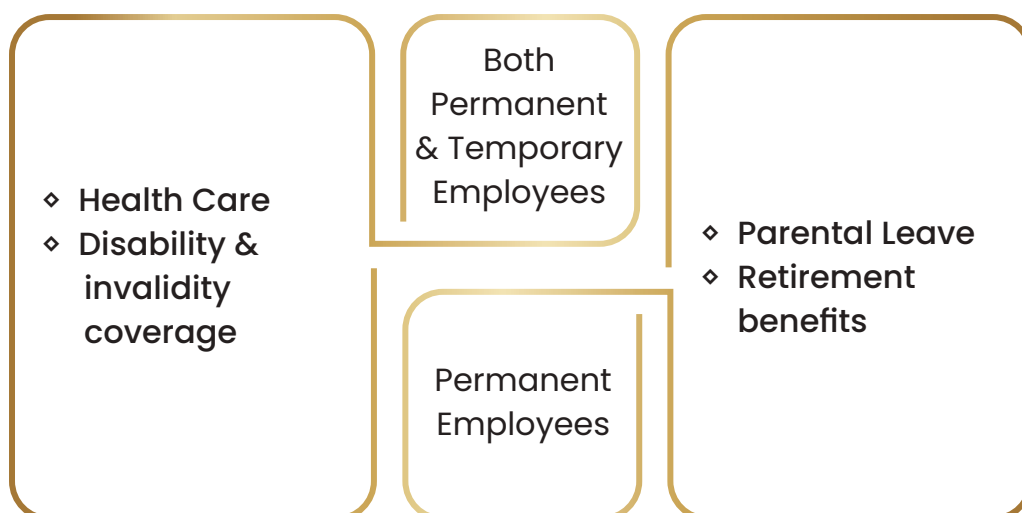
At the entity level, turnover was recorded at 270 for PL and 122 for PHL. We remain committed to fostering an inclusive and supportive work environment, leveraging these insights to strengthen employee engagement and ensure a sustainable workforce. Detailed turnover data by gender and age category are presented in the chart below.



Employee Benefits

The organisation is committed to ensuring the well-being of its workforce by extending a range of benefits. While provisions such as health care, disability and invalidity coverage, are offered to both permanent and contractual employees, permanent employees are entitled to additional benefits such as parental leave and retirement benefits.

All permanent female employees at Puravankara Group are entitled to parental leave, reaffirming our commitment to supporting employees through significant life stages. We recognise that parenthood is a profound transition and believe every individual deserves the opportunity to care for and nurture their newborn while balancing personal and professional responsibilities. During the reporting year, 13 female employees availed maternity leave, 7 from PL and 6 from PHL. All employees are currently on parental leave and are expected to resume work upon completion of their leave period.



Employee Engagement

At Puravankara Group, we recognise that employee engagement is essential to maintaining a motivated, connected, and high-performing workforce. Throughout the year, we conduct various engagement programmes and initiatives aimed at fostering a positive, inclusive, and collaborative work culture.

Our activities include Floral Summer Day, Surprise Awards, Birthday Celebrations, Desk Exercise Challenges, and themed events such as the Tri-colour Dress Code in celebration of Independence Day. We also implement health and wellness initiatives, including nutritionist talks, the Purva Fitness Challenge, the “My Thali – Healthy Workplace” programme, and mental wellness training sessions.

In addition, we conduct employee counselling sessions and an Employee Well-being Survey to better understand and support the holistic needs of our teams.

We celebrate India’s rich cultural diversity through vibrant festival celebrations, including Ganesh Chaturthi, Onam (Pookkalam and traditional attire competitions), Kannada Rajyotsava, and Christmas.

Engagement activities are also conducted at our project sites, achieving an average participation rate of 72% across locations.





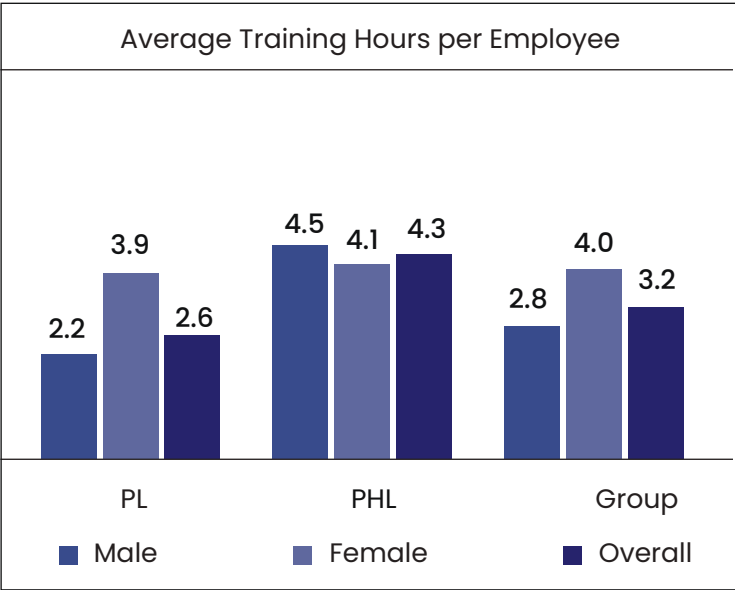
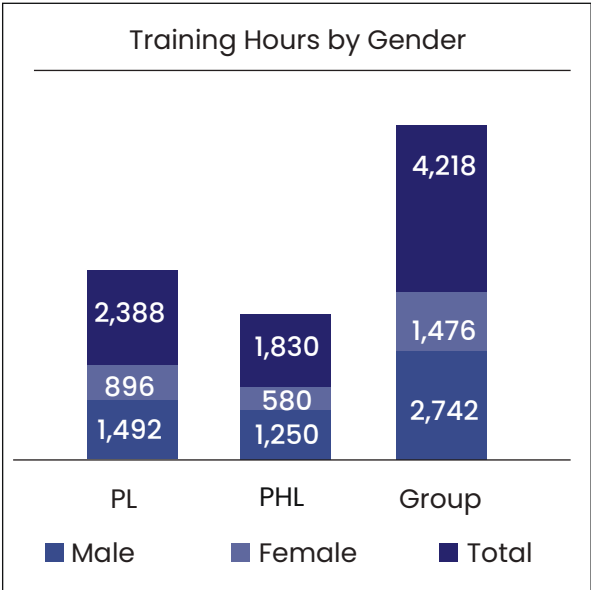
Training & Development

At Puravankara Group, we recognise the critical role of training and development in enhancing our employees’ skills, knowledge, and overall professional growth. During the reporting period, we conducted a diverse range of training programmes covering topics such as product quality, customer engagement management, fundamentals of real estate, business process development, technical workshops, and Prevention of Sexual Harassment (PoSH) awareness.

During the reporting year, employees across the Group completed a total of 4,218 hours of training, with male employees accounting for 2,742 hours and female employees for 1,476 hours. On average, each employee received 3.2 hours of training, comprising 2.8 hours for male employees and 4 hours for female employees.

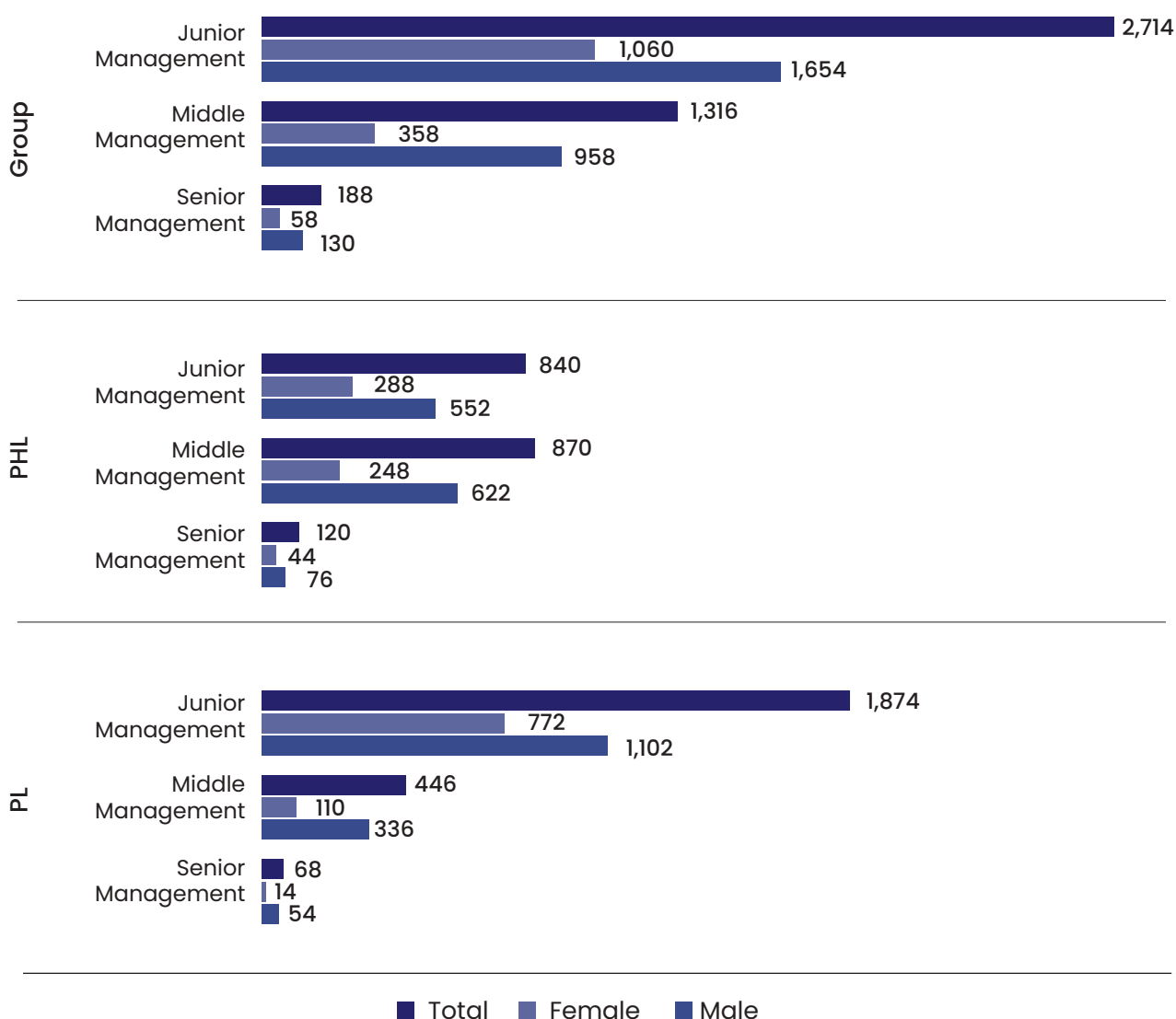
At the entity level, PL employees underwent 2,388 hours of training, comprising 1,492 hours for male employees and 896 hours for female employees. The average training hours per employee at PL stood at 2.6 hours, with 2.2 hours for males and 3.9 hours for females.

Similarly, PHL employees completed 1,830 hours of training, including 1,250 hours for male employees and 580 hours for female employees. PHL recorded the highest average training hours per employee at 4.3 hours, with 4.5 hours for males and 4.1 hours for females.





Training Hours by Category and Gender



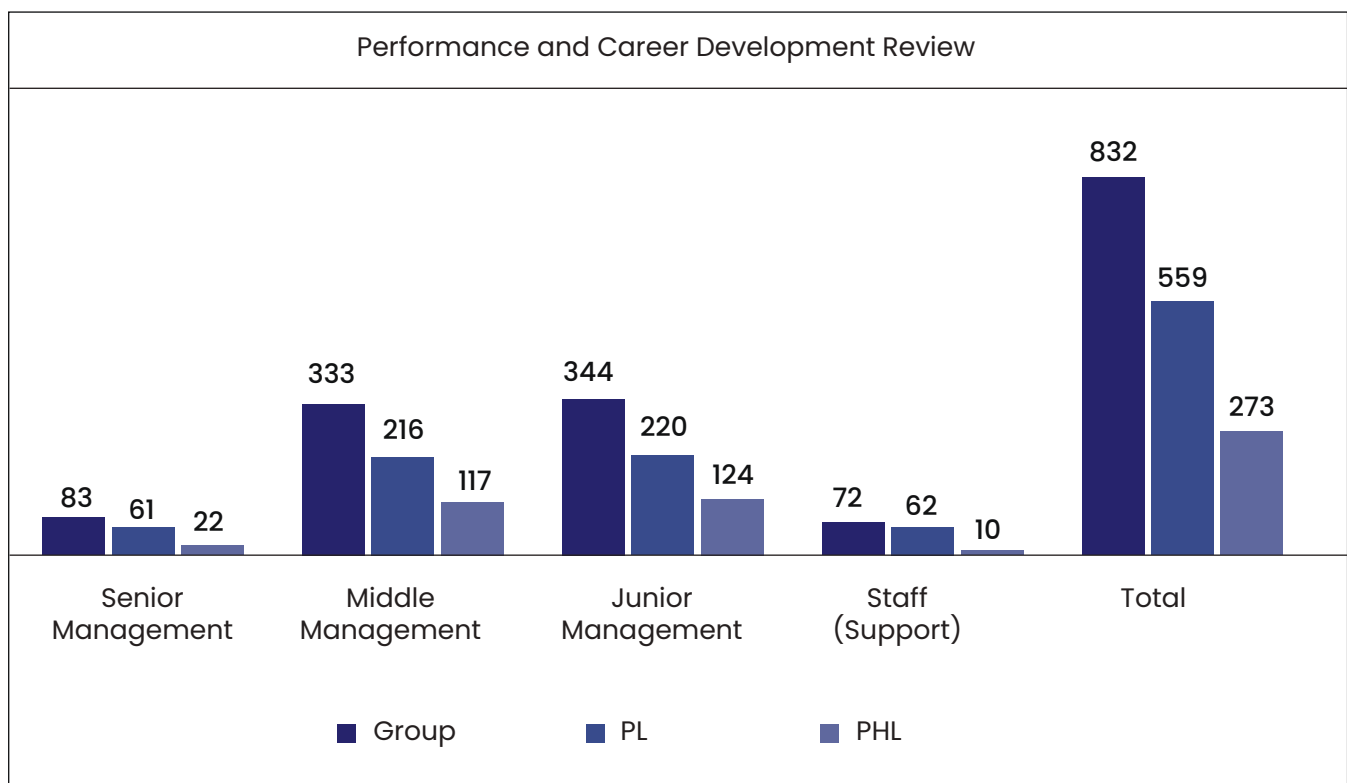
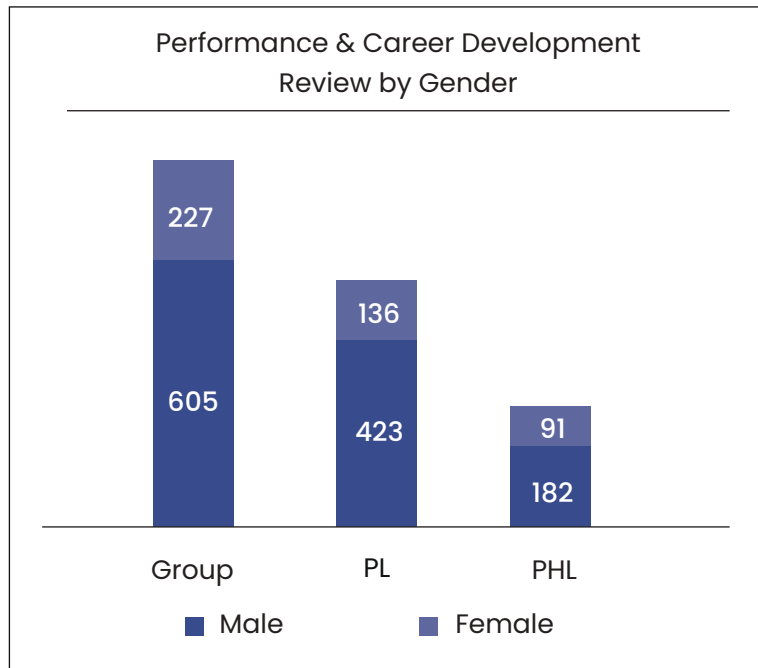
Performance Review and Career Development Programme

At Puravankara Group, we actively foster a culture of continuous learning and professional growth. Our Performance Review and Career Development programmes are thoughtfully designed to support employee development and career progression. During the reporting year, a total of 832 employees (61% of the

workforce) participated in Performance Review and Career Development assessments, including 822 permanent employees (61% of the total permanent employees) and 10 contractual employees (38% of the total contractual employees).

At the entity level, 559 employees at PL comprising 551 permanent and 8 temporary employees, underwent Performance Review and Career Development. Similarly, at PHL, 273 employees, including 271 permanent and

2 contractual employees, participated in these programmes, reflecting our commitment to structured career development across all levels of the organisation.



Human Rights

At Puravankara Group, we place the highest importance on upholding human rights and safeguarding the dignity of every individual associated with our operations. We acknowledge the fundamental role of human rights in all aspects of our business and are committed to going beyond legal compliance to foster an environment of respect, fairness, and well-being. Through our practices and projects, we strive to ensure that human rights are not only protected but actively promoted, creating a workplace and community where dignity and respect remain core values.

We maintain a strict stance against child labour, forced and compulsory labour, ensuring that none of our operations pose a significant risk of child labour or expose young workers to hazardous conditions. We remain committed to upholding the fundamental rights of all employees, promoting a safe, fair, and inclusive workplace.



Prioritising Health, Safety, and Wellbeing

At Puravankara Group, we place the highest priority on the health and safety of our employees, reflecting our unwavering commitment to protecting and fostering a safe, secure and responsible work environment. A comprehensive Occupational Health & Safety (OHS) system, certified to ISO 9001:2015, has been implemented across all operations and projects.

Hazard identification, risk assessment, and incident investigation

We ensure proactive management of workplace safety for both routine and non-routine activities. Hazards and risks are identified and assessed on a routine basis through methods such as method statements on an activity basis. We conduct daily workplace inspections and engage employees through toolbox talks, committee meetings, and feedback sessions to promote a strong safety culture. All incidents and near misses are systematically reported and analysed, while risk registers are maintained to track hazards and mitigation measures. Observations are assessed using a risk rating system based on likelihood and severity, ensuring proactive management of workplace safety.

For non-routine activities, on-the-spot hazard identification is carried out before work begins. Additionally, regular worksite inspections are conducted through scheduled walkthroughs to continuously monitor and address potential risks.

We apply the hierarchy of controls to eliminate hazards and minimise risks. Based on the risk matrix, when a risk is identified as 'High' or 'Medium', effective and practicable controls are implemented to reduce the risk level to ALARP (As Low As Reasonably Practicable).

Our approach to risk management prioritises hazard elimination wherever practicable, for example by providing alternative access routes or deploying extendable tools to avoid working at height. When elimination is not possible, other layers of the hierarchy of controls are applied, such as substituting hazardous materials with safer alternatives, implementing engineering solutions like guardrails, safety nets, and ELCBs, enforcing administrative measures through training, supervision, and permit systems, and ensuring the use of PPE including harnesses. This layered approach ensures effective and sustainable risk management at the workplace.

Risk management and method statement approaches are integrated at the planning and design stages of products, processes, and workplaces to ensure hazards are effectively identified and eliminated. A structured system of monitoring and review further strengthens this approach. Competent and responsible personnel, equipped with the right combination of qualifications, experience, training, skills, and core knowledge, are employed.

The HIRA register is updated based on incident analysis, identifying potential hazards to people, workplaces, and the environment. For example, when unsafe practices such as non-compliance with height safety procedures are observed, root cause analysis often highlights a lack of awareness, which is addressed through targeted training. Workers are encouraged to report hazards through multiple channels, including committee meetings, suggestion boxes, emergency contact numbers, mobile applications, and monthly contractor meetings, with active participation from contractor representatives in the OHS committee.

To ensure a safe and transparent culture, all employees and subcontractors are protected against reprisals and encouraged to report unsafe conditions without fear of penalties, supported by Behavioural-Based Safety (BBS) training. Employees also have the right to refuse unsafe work, with clear communication such as signage stating, 'If it's not safe, don't do it!' supported by immediate intervention from the Committee or Emergency Response Team. Work-related incidents are investigated using structured accident investigation methods such as 5W-1H and root cause analysis. Corrective and preventive actions are implemented through the hierarchy of controls such as elimination, substitution, engineering, administrative measures, & PPE, and documenting it through CAPA reports. This integrated process ensures that hazards are identified, risks are reduced, and the OHS system is continually improved.

Occupational Health & Safety Services

Our Occupational Health Services (OHS) framework is designed to identify, eliminate, and minimise workplace hazards while promoting a safe and healthy work environment. Key functions include capturing unsafe events, conducting root cause analysis, preventing recurrence, and educating employees on hazard recognition, PPE usage, and safe procedures. Workers are actively involved through reverse training sessions, safety committee meetings with board-level participation, and joint inspections by competent plant and machinery personnel.

Health monitoring is reinforced through quarterly medical camps, biannual ambient air quality tests from NABL-accredited labs, and regular equipment safety checks. To ensure quality, we employ qualified OHS professionals, conduct regular internal audits, evaluate performance through KPIs, and implement CAPA for identified gaps, with documentation maintained for statutory compliance.

Worker access to OHS services is facilitated through transparent communication channels such as notice boards, WhatsApp groups, multilingual safety materials, and induction programmes, supported by clear emergency contact information. Confidentiality of personal health records is strictly maintained, and access is restricted to authorised site officers, ensuring

that medical data is neither disclosed nor misused for any favourable or unfavourable treatment of workers. This integrated approach reflects our commitment to safeguarding the workforce's health, safety, and wellbeing.

Worker training on occupational health and safety

Trainings are conducted through a structured and diverse approach to ensure both awareness and practical understanding. Weekly generic training sessions cover general site safety measures, while job-specific sessions are delivered by competent personnel on topics such as electrical safety and power tool handling. Practical demonstrations, including height work safety with active worker participation, further strengthen learning outcomes. In addition, video-based training in local languages is used for induction and specialised areas such as hot work, confined spaces, and construction safety hazards. This multi-format training approach ensures workers are well-informed, engaged, and equipped to follow safe practices.

To promote worker health beyond occupational requirements, our organisation facilitates access to non-occupational medical and healthcare services through individual ID cards issued by the Karnataka

Labour Department, linked with EPFO enrolment and insurance benefits. Workers can also avail medical check-ups at nearby tie-up hospitals by presenting their ID card. In addition, voluntary health promotion programmes are conducted in collaboration with the local government health department, focusing on general health risks and preventive remedies. All workers at site premises are eligible to access these facilities, ensuring inclusive and equitable healthcare support.

We place a strong emphasis on preventing and mitigating occupational health and safety (OHS) impacts that may arise through business relationships. Monthly OHS MIS reports are prepared and shared, with key statistics reviewed during Board meetings to ensure oversight and accountability. In addition,

significant OHS issues and related hazards are regularly discussed in monthly EHS tracker meetings, enabling timely identification, monitoring, and mitigation of potential risks across our operations and partnerships.

We are proud to report that in FY 2024-25, we recorded zero fatalities, zero Lost Time Injury Rate (LTIR) and no cases of work related ill health reflecting our strong commitment to safeguarding the health and safety of our workforce. During the reporting period, a total of 166 near-miss incidents were recorded at the Group level, including 161 in PL and 5 in PHL. These are being actively addressed through strengthened safety protocols and continuous improvement initiatives.



Zero Fatalities and Zero LTIR

Investing in Our Communities

At Puravankara Group, we are committed to creating a positive and lasting impact on society and the environment through various initiatives. During the reporting year, the total CSR expenditure amounted to ₹6,516,006. Through these efforts, we strive to drive inclusive growth and contribute to the well-being of the communities we serve.



ENVIRONMENT & SUSTAINABILITY

Project 1 | Maintenance of Medians, Park & Circle

Coverage: 7 medians, 1 park, 1 circle (total 2,02,238 sq. ft.) maintained in partnership with BBMP

Impact: Enhanced city cleanliness, greenery, and air quality; improved urban aesthetics and quality of life



Project 2 | Miyawaki Forest Plantation

Location: Bhoothanahalli (Bannerghatta)

Activity: 40,000 trees planted in FY 2024–25 (15,000 in FY 2023–24) using Miyawaki method



Project 3 | Water Conservation Initiative– Augmentation through Shallow Aquifer

Activity: Restoration of 2 traditional wells (Sonnapanahalli & Devarajeevanahalli); rainwater harvesting system at ACS Centre, Meerut Block; 10 new and 3 repaired filter borewells

Impact: Benefitted ~8,000 residents and 150 army personnel; enabled harvesting of 158 lakh litres annually; promoted sustainable water management



PROMOTION OF EDUCATION

Project 1 | Khel Khel Mein

Beneficiaries: 393 children (ages 6–12) from underprivileged backgrounds across 7 centres in Bengaluru, Mumbai & Pune

Activity: Learning through play – english, science, maths, and value-based education via games, arts, and activities

Impact: Enhanced creativity, life skills, and environmental awareness



Project 2 | Research on Water-Sensitive Urban Planning

Location : Chennai

Objective: Develop ward-level water-sensitive plans addressing urban water challenges due to rapid urbanisation and climate change

Impact: Strengthens urban resilience by promoting sustainable water management practices and reducing vulnerability to water scarcity and flooding.

Project 3 | Puravankara B-Plan Endowment Scholarship

Beneficiaries: 10 meritorious B-Plan students from low-income backgrounds (Anna University)

Support: Full semester and hostel fee for 4 years

Project 4 | Viveka Smaraka – Swamy Vivekananda Cultural Youth Centre

Partner : Ramakrishna Ashrama, Mysuru

Impact : 25,000 students and youth across 26 colleges & 582 schools benefited through life skills, vocational training, and cultural education



Project 5 | Vidyasaarathi Scholarship Program

Partners : Protean eGov & Tata Institute of Social Sciences (TISS)

Beneficiaries: 59 students from Goa & Karnataka (undergraduate courses)

Impact: Financial inclusion and continued access to higher education



Mithun G Bhat

With my parents working hard to support me, I've always hoped to manage my education independently. This scholarship has made that possible, motivating me to excel and make them proud.



Amulya S

With my father running a small business, this scholarship has reduced the financial strain and helped me stay focused on my dream of becoming a software engineer.



Gauravi Naik

As a girl striving for higher education, this assistance—combined with my parents' encouragement—has given me the strength to stay focused on my goals. It has helped cover my academic expenses and allowed me to concentrate on my studies.



Tentan MS

Receiving the Provident Housing Scholarship has been a great support for me and my family. Coming from an OBC background, this opportunity has helped me stay motivated and continue working towards my academic goals.



Project 6 | Facility Enhancement – Dakshina Kannada Zilla Panchayat (DKZP) Higher Primary School

Location : Baikampady, Mangalore

Activity: Construction of 2 new classrooms

Impact: Increased capacity by 50 students; improved learning environment



PROMOTION OF PARA SPORTS

Project 1 | Empowering Abilities, Transforming Lives

Partner: Parishrama Divyang Sports Academy

Activity: Conducted 3 para-sports events in Bengaluru (badminton, shot put, swimming)

Participants: 200+ differently-abled athletes

Impact: Promoted inclusivity, self-confidence, and advancement of para-sports in Karnataka



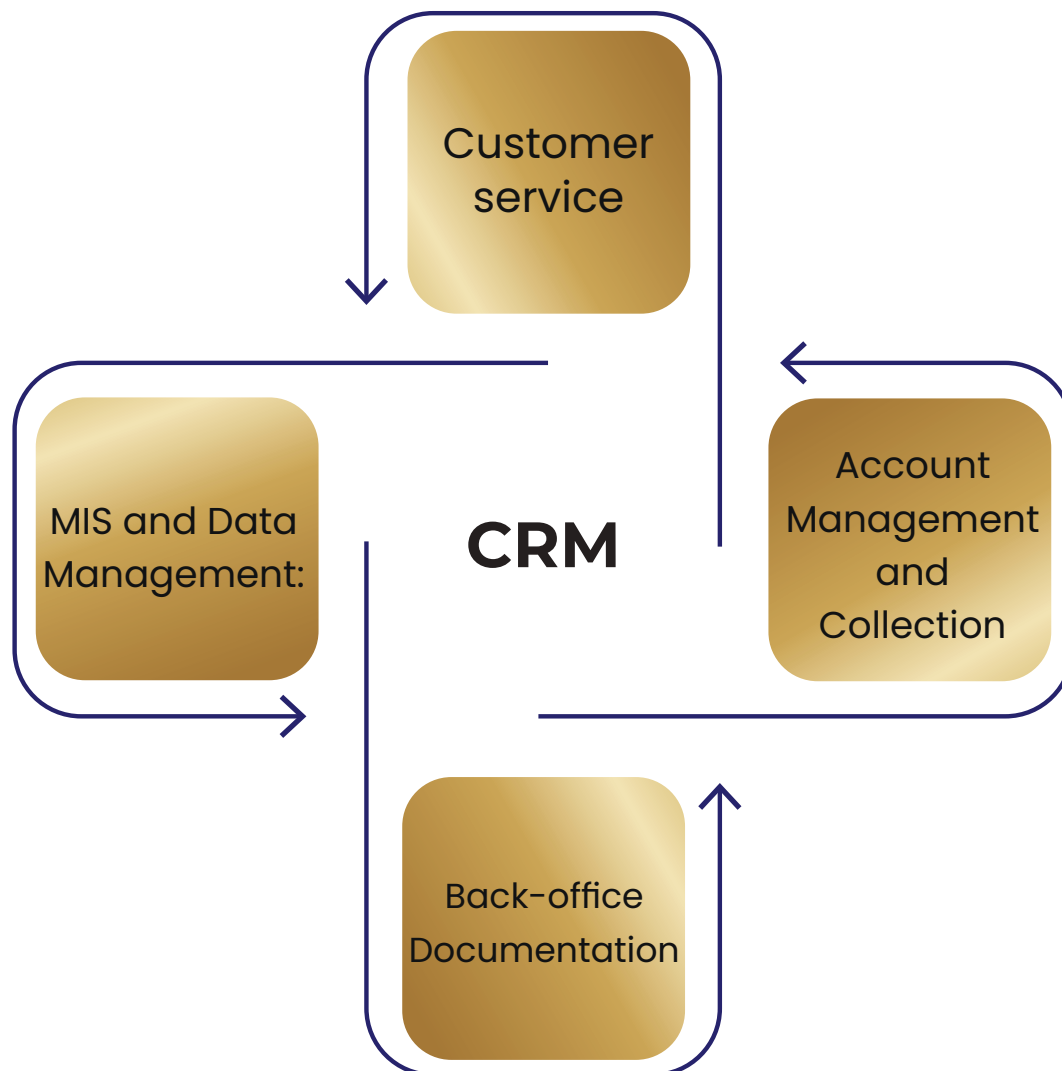


Delighting Our Customers

At Puravankara Group, customer centricity forms the foundation of our business philosophy. Guided by a deep understanding of our homebuyers' aspirations, we focus on creating value through transparency, timely delivery, and exceptional quality. Every project is designed with the customer in mind, from innovative design and sustainable living solutions to seamless service experiences. Our unwavering commitment to customer satisfaction drives us

to go beyond building homes; we build trust, comfort, and lasting relationships that reflect our promise of excellence and care.

Customer satisfaction is the key concept of our organisation. We have an established Customer Relationship Management (CRM) team to support our customers through their engagement with us and deliver high quality service.



During FY 2024-25, we at Puravankara Group maintained a strong record of responsible and ethical customer practices, with zero incidents reported related to customer health and safety, marketing and labelling, or customer privacy. This reflects our unwavering commitment to safeguarding our customers' well-being,

ensuring transparency in all communications, and protecting personal information with utmost diligence. Our processes and continuous monitoring mechanisms are designed to uphold the highest standards of customer trust, integrity, and satisfaction.



Zero non-compliances reported regarding Customer Health & Safety, Marketing & Labelling, and Customer Privacy.





Artistic impression of Purva Blubelle, Bengaluru

Governed by Integrity

Our Framework for Ethical Governance
Responsible Supply Chain Management
Driving Sustainable Economic Value
Data Security and Cyber Security

Our strong corporate governance framework, together with our unwavering commitment to ethical business practices, has played a vital role in enabling sustainable growth for our organisation. We have established comprehensive policies to guide our decisions and operations in the right direction. Transparency, safety, and accountability remain at the core of our approach, supported by robust IT systems and data security measures. We disclose our economic performance in a transparent and comprehensive manner, ensuring accountability to our stakeholders and reinforcing our commitment to responsible growth. In addition, we are committed to

building and maintaining an ethical, resilient, and sustainable supply chain, ensuring it aligns with our values and long-term vision.

Through efficient processes, prudent risk management, active board oversight, and a value-driven approach, we continue to enhance our ability to deliver sustainable growth and create enduring value for all stakeholders.

This section of the report provides an overview of our governance framework, board and committees, economic performance, data security and privacy measures, and supply chain management.



Our Framework for Ethical Governance

The Board of Directors of Puravankara Limited, led by the Chairman, comprises seven (7) distinguished members, including two women, reflecting our commitment to diversity and inclusion. We are proud to report that board diversity has increased to 28.6% this year, up from 16.6% last year. The Board also includes three independent directors, accounting for 42.9% of its composition, underscoring our focus on robust governance and unbiased oversight.

The composition of the Board of Directors has been thoughtfully structured in accordance with Section 149 of the Companies Act, 2013.

At Puravankara, the roles of Chairperson of the Board and Chief Executive Officer are strategically separated to ensure a balance of power, enhance oversight and accountability, and mitigate conflicts of interest.

(As of 31st March 2025)

Name of the Director	Designation
Mr. Ravi Puravankara	Chairman, Executive Director
Mr. Ashish Ravi Puravankara	Managing Director, Executive Director
Ms. Amanda Joy Puravankara	Additional Whole-time Director
Mr. Anup Shah Sanmukh	Non-Executive Independent Director
Prof. Shailaja Jha	Non-Executive Independent Director
Mr. K G. Krishnamurthy	Non-Executive Independent Director
Mr. Abhishek Kapoor (resigned with effect from May 09, 2025)	Chief Executive Officer & Executive Director



Board Gender Diversity – 28.6%

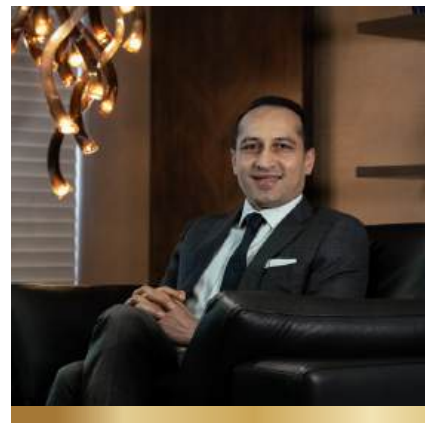
Corporate Governance



Mr. Ravi Puravankara

Founder & Chairman, Puravankara Group

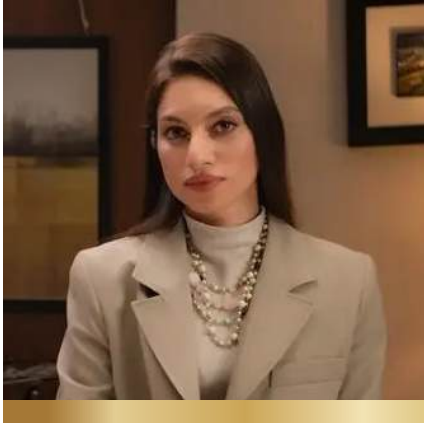
Under the visionary leadership of Mr. Ravi Puravankara, Founder & Chairman, Puravankara has emerged as one of India's most trusted and admired real estate developers, with an impressive portfolio of completed residential and commercial projects across nine cities. His strategic, value-driven, and pioneering leadership has propelled Puravankara towards significant milestones, including securing one of the first foreign direct investments (FDI) in the Indian real estate sector, establishing a joint venture (JV) with Keppel Land, a development company owned by the Singapore Government, and becoming one of the early real estate players to be listed on Indian stock exchanges. He is the recipient of several awards and accolades for his unwavering focus on customer needs and satisfaction. Beyond business, Mr. Ravi Puravankara has been a consistent advocate for driving positive social and environmental impact. In recognition of these efforts, the company was conferred the prestigious Vishwakarma Award for Social Development and Impact in 2024, instituted by the Construction Industry Development Council (CIDC).



Mr. Ashish R Puravankara

Managing Director, Puravankara Group

As Managing Director and Executive Director, Mr. Ashish R. Puravankara drives the company's growth agenda while ensuring excellence in construction through the strategic use of innovative technologies. His strategic vision, financial expertise, and enterprise development skills have driven Puravankara's successful execution of numerous projects across nine Indian states, its strong entry into the Mumbai redevelopment market, the establishment of Provident Housing, and Purva Land. Over the years, he has been honoured with several awards in recognition of his deep expertise in the real estate industry and his relentless drive for excellence. In addition to his business commitments, he is passionate about travel, adventure, and motorsports.



Ms. Amanda Joy Puravankara

Additional Whole-time Director,
Puravankara Group

Ms. Amanda Joy Puravankara, Additional Whole-time Director, oversees technology, customer initiatives, new business development, and organisational culture. She has been closely associated with the business from an early age and plays a pivotal role across the product development lifecycle—from land acquisition and concept design to market strategy. She holds an Honours degree in Psychology from the University of Southampton, England, and has completed the Executive General Management programme at IIM Bangalore. Her insights drive the brand's innovation, enabling products and solutions that set industry benchmarks. Recognised with numerous awards for her innovation and entrepreneurship, Amanda runs the Davedaan Trust, which champions women's empowerment and rights.



Mr. Abhishek Kapoor (resigned with effect from May 09, 2025)

Executive Director (ED), Group CEO & CFO

Mr. Abhishek Kapoor, CEO, CFO, and Executive Director, brings with him over 24 years of diverse and in-depth experience in the real estate sector. His strong expertise spans strategic planning, project optimisation, joint ventures, private equity transactions, sales and marketing, and government liaison, making him a key driver of the company's growth trajectory. Under his leadership, the organisation has sharpened its focus on sustainability, embraced a customer-first approach, and strengthened stakeholder trust, positioning the company for long-term success.

Corporate Governance



Mr. Anup Shah

Non-Executive Independent Director, Puravankara Group

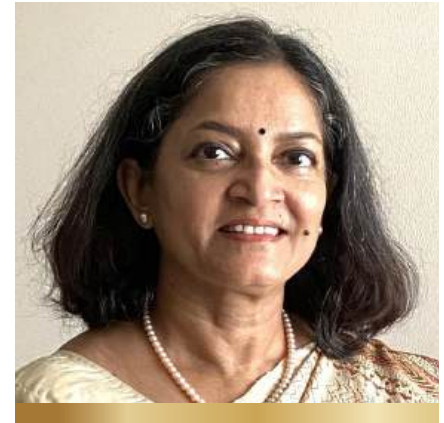
With over 35 years of specialization in real estate law, Mr. Anup Shah, Non-Executive Independent Director, brings distinguished legal expertise spanning commercial and property documentation, corporate and commercial litigation, land laws, and arbitration. Holding a bachelor's degree in commerce from H.R. College and a law degree from Government Law College, Mumbai, he went on to establish his own law firm in 1993. Over the years, he has been a trusted advisor to developers, builders, and both domestic and international investors, offering strategic guidance on structuring real estate transactions, leases, development agreements, and joint ventures.



Mr. K.G. Krishnamurthy

Non-Executive Independent Director, Puravankara Group

With over three decades of expertise in the real estate sector, Mr. K.G. Krishnamurthy brings a wealth of experience in both international and domestic real estate investments. He has a distinguished track record of advising funds with a combined corpus of ₹71 billion, reflecting his strong industry acumen and credibility. Renowned for his strategic insights and innovative problem-solving approach, he continues to be a trusted advisor whose deep understanding of real estate dynamics has significantly influenced and advanced the sector.



Prof. Shailaja Jha

Non-Executive Independent Director, Puravankara Group

Prof. Shailaja Jha is the Area Head for Information Management at SP Jain Institute of Management & Research (SPJIMR). With over three decades of experience spanning the Indian Civil Services and senior leadership roles in global IT consulting, she has been associated with leading firms such as Wipro, Infosys, Cognizant, and L&T Infotech. Her multifaceted background equips her with deep expertise in technological innovation, strategic leadership, and delivery excellence.



Artistic impression of Purva Aspire, Pune

Puravankara's Board of Directors leverages its diverse and distinguished expertise to foster innovation, bring multifaceted perspectives, and provide strategic guidance, thereby strengthening decision-making and driving sustainable growth.

Director	Construction & Design	Corporate Management & Perspective	Marketing	Finance & Strategy
Mr. Ravi Puravankara				
Mr. Ashish Ravi Puravankara				
Ms. Amanda Joy Puravankara				
Mr. Abhishek Kapoor				
Mr. Anup Shah Sanmukh				
Ms. Prof. Shailaja Jha				
Mr. K. G. Krishnamurthy				

 Director possesses relevant expertise  Expertise not applicable or not a core area

In FY 2024-25, seven (7) board of directors' meetings were held.

S.No.	Date of Board Meeting
1	April 20, 2024
2	May 23, 2024
3	June 13, 2024
4	July 31, 2024
5	November 08, 2024
6	January 07, 2025
7	February 14, 2025

Board Committees

The Board Committees enhance governance by fostering informed decision-making, clearly outlining roles and responsibilities, and reinforcing accountability and effectiveness. The committees of the Board of Directors are constituted as follows :

Audit Committee	
Members	Position
Mr. Anup Shah Sanmukh	Chairman
Mr. Ravi Puravankara (up to November 08, 2024)	Member
Mr. Ashish Ravi Puravankara (With effect from November 08, 2024)	Member
Mr. K G. Krishnamurthy	Member
Prof. Shailaja Jha	Member

Nomination and Remuneration Committee	
Members	Position
Mr. K G. Krishnamurthy (Chairman with effect from November 08, 2024)	Chairman
Mr. Anup Shah Sanmukh (Chairman up to November 08, 2024)	Member
Prof. Shailaja Jha	Member

Stakeholders' Relationship Committee	
Members	Position
Ms. Shailaja Jha (With effect from November 08, 2024)	Chairperson
Mr. Anup Shah Sanmukh (up to November 08, 2024)	Chairman
Mr. Ashish Ravi Puravankara	Member
Mr. Abhishek Kapoor*	Member

Risk Management Committee	
Members	Position
Mr. Ashish Ravi Puravankara	Chairman
Mr. Anup Shah Sanmukh	Member
Ms. Amanda Joy Puravankara (With effect from August 08, 2025)	Member
Mr. Abhishek Kapoor*	Member

Management Sub-Committee	
Members	Position
Mr. Ravi Puravankara	Member
Mr. Ashish Ravi Puravankara	Member
Ms. Amanda Joy Puravankara (With effect from August 08, 2025)	Member
Mr. Abhishek Kapoor*	Member

Corporate Social Responsibility Committee	
Members	Position
Mr. Ashish Ravi Puravankara	Member
Mr. Anup Shah Sanmukh	Member
Ms. Amanda Joy Puravankara (With effect from August 08, 2025)	Member
Mr. Abhishek Kapoor*	Member

Note: *Resigned with effect from May 09, 2025

Evaluation of the Board

During the reporting year, in compliance with the Act and the Listing Regulations, the Board implemented a formal mechanism to evaluate its performance, along with that of its committees, individual Directors and the Chairman. . The evaluation was undertaken through a structured process covering key aspects of Board and Committee functioning, including composition, competencies, governance practices, and fulfilment of responsibilities. Individual Directors, including the Chairman and Independent Directors, were assessed separately on parameters such as attendance, quality of contributions, independent judgment, awareness of external developments, and engagement in strategic discussions.

The evaluation framework draws from the Board's central responsibility of safeguarding shareholder interests and ensuring strategic oversight that supports long-term stakeholder value creation.

The functioning of Board Committees is evaluated collaboratively by their members, and the respective Chairpersons share outcomes of these evaluations with the Board. Each individual Director's performance is assessed in relation to their role on the Board, and the evaluation is carried out based on the parameters defined by the Nomination and Remuneration Committee, ensuring objectivity and consistency. In line with Schedule IV of the Companies Act and Regulation 25 of the Listing Regulations, the

Independent Directors also reviewed the performance of Non-Independent Directors, the Chairman, and the Board as a whole.

In conformity with the Regulation 25(7) of SEBI (Listing obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR"), we conduct a familiarization programme for the Independent Directors so as to familiarise them with the company, their roles, rights, responsibilities in the company, nature of the industry in which the company operates, business model of the company, etc.

The Board and Committee meetings of the company are held on a quarterly basis and members of the Board meet the key functional/business heads separately to get themselves more familiarised with the business/operations and challenges faced by the industry on an ongoing basis.

During FY 2024-25, Independent Directors attended an average of seven familiarisation meetings/programmes, dedicating approximately 14 hours each.

The Board, based on the recommendation of the Nomination and Remuneration Committee, has formulated a comprehensive Nomination and Remuneration Policy applicable to Board members, Key Managerial Personnel, Senior Management, and other employees. The policy defines the Committee's role and functions in matters relating to nominations and remuneration.

Ethics and Integrity

From its inception in the early 1970s, our Founder, Mr. Ravi Puravankara, laid a strong foundation of corporate governance by firmly rejecting unaccounted money. This commitment to transparency and ethical business conduct remains a distinguishing element of Puravankara's culture. This has helped establish a solid foundation of trust and respect among all stakeholders within the industry.

Policies

Guided by our core values, we have implemented a robust framework of policies that steer decision-making, ensure compliance, and uphold ethical business practices in alignment with our ESG commitments. All of our policies, listed below are available on our website at (<https://www.puravankara.com/investors>).

- ◆ Code of Business Conduct and Ethics for the Board of Directors and Senior Management
- ◆ Policy to Provide Protection to Women in Workplace
- ◆ Whistleblower Policy
- ◆ Nomination and Remuneration Policy
- ◆ Policy on Board Diversity
- ◆ Corporate Social Responsibility Policy
- ◆ Anti-Bribery and Anti-Corruption Policy
- ◆ Related Party Transactions Policy
- ◆ Risk Management Policy
- ◆ Dividend Distribution Policy
- ◆ Policy for determining Material Subsidiaries
- ◆ Policy for Preservation and Archival of Documents

- ◆ Criteria for making payments to NEID
- ◆ Policy for Determination of Materiality of Events and Information
- ◆ Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons
- ◆ Policy on Determination for Legitimate Purposes
- ◆ HR policies
- ◆ Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information

Annual Total Compensation Ratio

During the reporting year, the ratio of the annual total compensation of the organisation's highest-paid individual to the median annual total compensation of all employees (excluding the highest-paid individual) was 60:1 for PL and 54:1 for PHL.

Standard Entry-Level Wage Ratio

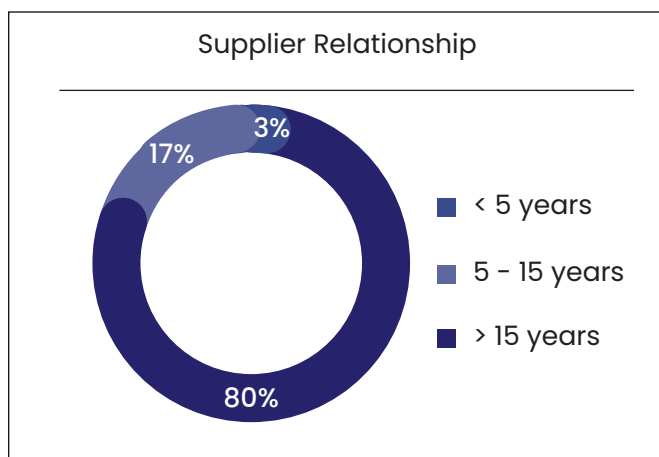
The ratios of standard entry-level wages to local minimum wages for the FY 2024-25 are presented in the table below.

Location	Male	Female
Bengaluru	1.60	1.60
Tamil Nadu	1.05	1.05
Telangana	2.16	2.16
Goa	1.34	1.34
Mumbai	2.75	1.03
Pune	1.08	1.00

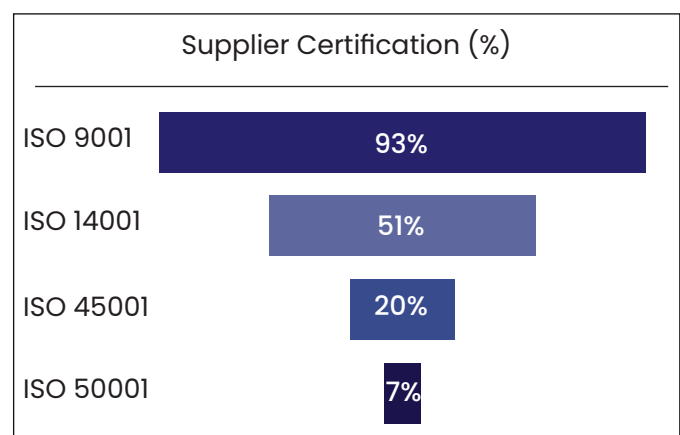
Responsible Supply Chain Management

At Puravankara Group, we are committed to building a responsible, transparent, and resilient supply chain that upholds ethical business practices, respects human rights, and minimises environmental impact. We aim to ensure adherence to ESG standards, promote fair labour practices, and encourage the adoption of sustainable materials and processes through a resilient, closely monitored supply chain that minimises physical risks from climate-related disruptions.

Our supply chain comprises a robust vendor base of over 8,000 suppliers, including 70 direct suppliers. Of these, approximately 80% have been associated with us for more than 15 years, reflecting long-term, responsible, and sustainable partnerships. Around 17% of our suppliers have been associated with us for 5–15 years, while 3% represent new collaborations established within the past 5 years. These enduring and emerging relationships collectively strengthen our progress towards a more sustainable and resilient supply chain. In FY 2023–24, 75% of total supplier spending was directed towards local suppliers, supporting the local economy.



All of our vendors are onboarded only after comprehensive evaluations to mitigate short- to medium-term climate risks. Our EPC contractors are reputed, often listed entities with strong governance and robust procurement frameworks, engaged only after structured due diligence. . We also prioritise sustainability-aligned vendors who hold relevant product certifications, ISO standards, and maintain environmental and safety management systems. Among them, a total of 65 suppliers are certified under ISO 9001 for Quality Management Systems, demonstrating their commitment to consistent quality and customer satisfaction. 36 suppliers hold ISO 14001 certification, underscoring their focus on effective environmental management and resource efficiency. Additionally, 14 suppliers are certified under ISO 45001, reflecting strong occupational health and safety practices, while 5 suppliers are certified under ISO 50001, indicating their emphasis on energy management and minimising GHG emissions.

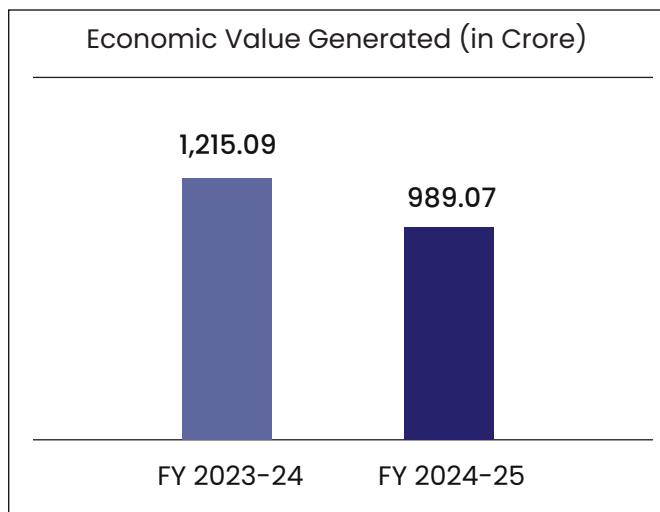


In line with our ESG goals of promoting responsible and ethical practices across the supply chain, we are in the process of implementing a Supplier Code of Conduct to embed ESG principles in supplier operations.



Driving Sustainable Economic Value

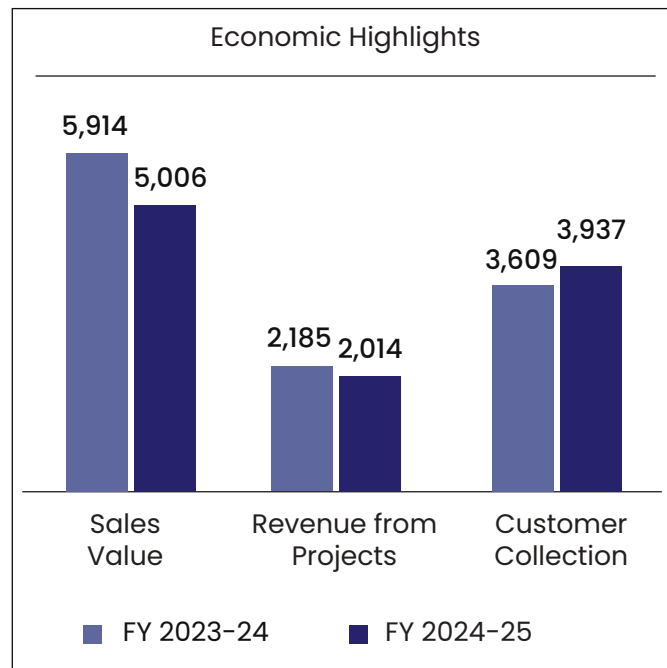
As a responsible and forward-looking organisation, Puravankara remains focused on creating long-term value for all stakeholders through ethical business practices and sustainable growth. We are committed to transparently disclosing our economic performance, enabling stakeholders to understand our financial strength and resilience. In FY 2024–25, we generated ₹989.07 crore in direct economic value, marking an 18.6% decrease from the previous year, while continuing to prioritise operational efficiency, prudent financial management, and sustainable value creation.



During FY 2024–25, Puravankara recorded a sales value of ₹5,006 crore, while revenue from projects stood at ₹2,014 crore. Customer collections increased from ₹3,609 crore in FY 2023–24 to ₹3,937 crore in FY 2024–25, reflecting enhanced cash flow management, stronger customer engagement, and timely project execution.



9% increase in customer collection



Economic Value Generated and Distributed (INR Cr.)		2024-25	2023-24
Direct Economic Value Generated		989.07	1,215.1
Economic Value Distributed			
Operating Costs		725.65	825.44
Employee Wages & Benefits		173.5	125.95
CSR Expenditure		1.41	1.12
Donations		-	-
Payments to Providers of Capital		248.32	222.46
Payments to Government		4.05	39.52

Data Security and Cyber Security

Data Security and Cyber Security

At Puravankara, we recognise that safeguarding data and digital assets is critical to maintaining stakeholder trust and business resilience. Our approach focuses on continuous monitoring, employee awareness, and adherence to industry best practices and regulatory standards.

During FY 2024–25, Puravankara continued to strengthen its data protection and cybersecurity framework to ensure the confidentiality, integrity, and availability of information across all operations. We conducted compulsory cyber awareness programmes for all employees and continuously monitored and updated our data and cybersecurity policies. Data access was restricted strictly to authorised personnel to minimise exposure and enhance control.

We have adopted a comprehensive approach to mitigate risks related to data privacy and safety, which includes:

- Implementation of data privacy policies aligned with national and global data protection standards.
- Adoption of robust cybersecurity infrastructure, including firewalls, encryption mechanisms, and multi-layered access controls.
- Periodic security audits and penetration testing to proactively identify and address vulnerabilities.

- Employee awareness and training programmes on data handling and information security best practices.
- Controlled access to sensitive systems and customer databases through role-based authorisations.
- Incident response protocols established to promptly detect, report, and manage any potential data breaches.

At Puravankara, we have established a strong cybersecurity framework governed by a comprehensive IT Security Policy aligned with applicable government guidelines. Our security architecture incorporates multiple safeguards such as multi-factor authentication (MFA), FortiGate Firewall, Fortinet SD-WAN, Extended Detection and Response (XDR), and a dedicated Security Operations Centre (SOC) for continuous threat monitoring. To enhance cyber vigilance, regular online training sessions are conducted to build employee awareness and preparedness. These measures collectively ensure secure data management, prevent unauthorised access, and protect customer information. During the reporting year, no incidents of data breaches or privacy violations were recorded, reflecting our commitment to data integrity, regulatory compliance, and stakeholder confidence.

During FY 2024–25, no instances of data breaches were recorded, reflecting the effectiveness of our cybersecurity controls.



Zero incidents of data breaches



Artistic impression of Purva Palm Vista, Mumbai

Appendices

Performance Data Summary
GRI Content Index

Performance Data Summary

ENVIRONMENT

Annex: Sustainability Data for FY 2024-25

		PL		PHL	
Revenue	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Standalone Revenue	INR in Lakhs	91,750.00	1,10,571.00	35,859.46	46,634.57
Total Revenue Generated	INR in Lakhs	91,750.00	1,10,571.00	35,859.46	46,634.57
Built-up Area (BUA)	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
BUA (Cumulative)	sq.ft.	1,95,54,744.88	-	1,32,82,413	-
Water Management	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Water Withdrawal by Source					
Surface Water	kL	5,530.83	-	0.00	0.00
Ground Water	kL	4,358.65	3,192.00	2,549.50	1,804.40
Third Party Water	kL	1,49,930.26	38,037.60	1,04,440.94	69,963.40
Total Water Withdrawal	kL	1,59,819.74	41,229.60	1,06,990.44	71,767.80
Water Consumed	kL	1,64,288.44	41,230.00	1,15,325.52	59,378.30
Water Recycled	kL	7,447.83	1,950.00	13,891.80	NA
Water discharged	kL	2,979.13	NA	5,556.72	NA
Water Intensity					
Water intensity by revenue	kL/INR Lakhs	1.79	0.37	3.22	1.27
Energy Consumption by sources	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Electricity					
Power Consumption (Grid Electricity)	kWh	32,85,853.22	25,12,951.79	15,95,823.15	1,220.78
Power Consumption - Onsite renewables"	kWh	20,111.50	1,320.00	74,496.20	NA
Power Consumption - Offsite Renewable source	kWh	0.00	0.00	17,287.00	NA

Energy Consumption by sources	Unit	PL		PHL	
		FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Power Consumption (DG Sets)	kWh	2,15,342.25	32,235.19	5,59,016.75	16.51
Total power consumption	kWh	35,21,306.97	25,46,506.98	22,46,623.10	1,237.29
Total power consumption	MWh	3,521.31	2,546.51	2,246.63	1,253.80
Fuel					
LPG	kWh	7,01,280.41	56,216.61	21,172.16	NA
Vehicular fuel (Diesel)	kWh	4,72,890.22	2,57,013.01	14,81,170.25	NA
Total	kWh	11,74,170.63	3,13,229.62	15,02,342.41	0.00
Total	MWh	1,174.17	313.23	1,502.34	0.00
Total energy consumed	MWh	4,695.48	2,859.74	3,748.97	1,253.80
Total energy consumed	GJ	16,903.72	10,295.05	13,496.28	4,513.68
Electricity Used by Renewable and non-renewable sources					
Total Non-renewable Electricity Used	kWh	35,01,195.47	25,45,186.98	21,54,839.90	1,237.29
Total Renewable Electricity Used	kWh	20,111.50	1,320.00	91,783.20	0.00
Total electricity used	kWh	2,15,342.25	32,235.19	22,46,623.10	1,237.29
Energy Used by Renewable and non-renewable sources					
Total Non-renewable Energy Used	kWh	46,75,366.10	28,58,416.60	36,57,182.31	1,237.29
Total Renewable Energy Used	kWh	20,111.50	1,320.00	91,783.20	0.00
Total energy used	kWh	46,95,477.60	28,59,736.60	37,48,965.51	1,237.29
Energy Intensity					
Energy Intensity by Revenue	kWh/INR lakhs	51.18	25.86	104.55	-

		PL		PHL	
Greenhouse Gases (GHG) Emissions	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Direct Emissions (Scope 1)	tCO ₂ e	620.59	230.00	728.42	552.96
Indirect Emissions (Scope 2)	tCO ₂	2,388.82	1,799.00	1,160.16	874.09
Total Emissions (Scope 1 and 2)	tCO ₂ e	3,009.41	2,029.00	1,888.58	1,427.05
Emissions Intensity					
Emissions Intensity by Revenue	kgCO ₂ e/INR Lakhs	32.80	18.35	52.67	30.60
Other Emissions (average of project-level data)					
SO ₂	µg/m ³	12.29	50.70	9.14	9.83
NOx	µg/m ³	29.85	12.99	27.56	34.09
PM 10	µg/m ³	54.45	29.05	56.38	55.40
PM 2.5	µg/m ³	22.18	-	22.03	21.12
Waste	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Total Waste Generated	Tonnes	6,164.09	1,340.97	2,194.34	5,398.51
Hazardous Waste					
Used oil	kg	10,658.67	607.71	9,286.42	175.14
Chemical wastes	kg	0.00	0.00	10.00	0.00
Paint wastes	kg	0.70	48.14	1,573.89	41.30
Used oil filter	kg	12.00	42.60	44.00	29.00
Cotton waste	kg	727.67	47.00	106.16	70.00
e-waste	kg	0.00	0.00	35.00	975.00
Total Hazardous Waste	kg	11,399.04	745.45	11,055.46	1,290.44
Total Hazardous Waste	Tonnes	11.40	0.75	11.06	1.29

		PL		PHL	
Waste	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Non-Hazardous Waste					
Plastic	kg	474.40	129.00	2,617.80	284.80
Paper waste	kg	355.35	521.17	7,326.25	8,192.00
Organic waste (food waste -including labour colony)	kg	1,19,976.00	6,411.00	46,431.00	14,453.00
Wood	kg	62,858.00	2,382.00	52,131.00	54,602.00
Scrap steel	kg	5,54,575.30	3,20,672.78	1,88,300.00	214,190.00
Construction and demolition waste	kg	54,07,541.00	10,10,104.31	18,76,362.00	38,16,305.40
Miscellaneous waste	kg	6,915.00	0.00	10,110.00	40.00
Total Non-hazardous Waste	kg	61,52,695.05	13,40,220.26	21,83,278.05	41,08,067.20
Total Non-hazardous Waste	Tonnes	6,152.69	1,340.22	2,183.28	4,108.07
Waste Intensity					
Waste Intensity by Revenue	kg/INR Lakhs	67.18	12.13	61.19	88.12
Input Materials	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
General					
Earth used for back filling (onsite and offsite)	Cum	1,55,928.99	2,14,788.00	56,380.96	23,807.30
Concrete					
Contruction aggrerated and sand (M - Sand, P - Sand)	Cum	3,90,226.35	2,82,558.00	1,36,649.90	2,54,575.43
Cement (Concrete and other works)	Tons	81,979.88	72,803.00	20,754.74	19,226.22
GGBS and Fly Ash	MT	26,792.87	22,323.00	9,161.43	6,613.44
Concrete Blocks					
Concrete blocks	Nos	22,19,863.22	452,711.34	5,91,490.00	2,18,109.00

		PL		PHL	
Input Materials	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Metals					
Metal (Iron and Steel)	MT	27,123.54	16,372.00	8,574.52	4,672.45
Other Metals					
Aluminium*	Sqm	5,10,560.45	22,861.00	2,15,734.87	-
UPVC Doors, Windows and Ventilators	Sqm	15,366.43	25,457.00	19,965.64	7,567.00
GI Pipes of Class 'C'	RM	4,549.00	-	-	-
Wood					
Wood frames and other wood materials	Cum	619.54	818.00	21,813.29	1,502.00
Shutters - All types	Sqm	6,628.82	11,022.00	8,726.64	2,996.49
Plumbing					
CPVC, UPVC and PVC	RMT	1,58,644.96	1,33,769.00	94,422.47	-
CP fixtures, Porcelain fixtures & fittings	Nos	5,582.00	52,340.00	14,166.00	-
Thermal insulation	RMT	1,506.00	-	-	-
PVC	RMT	10,439.00	-	-	-
PVC and CPVC fitting	Nos	43,570.00	-	-	-
Hardware and Fasteners	kg	1,286.00	-	-	-
Plumbing and HVAC Accessories & Fittings	Nos	25,486.00	-	-	-
Paints					
Internal and External	Sqm	2,48,508.95	429,651.00	4,12,033.50	2,21,577.57
Waterproofing					
Waterproofing (Cementitious / Crystalline, Polyurithene, APP Membrane)	Sqm	50,723.00	24,654.00	2,61,648.00	51,946.80
Flooring					
Tiles, wooden tiles & others	Sqm	1,94,823.38	1,75,167	1,63,824.76	83,954.31

* This includes aluminium used for Shuttering, glazing, external glazing, doors, windows, ventilators, louvers, etc.

		PL		PHL	
Input Materials	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Electric Wires / Cables					
Wires and cables (Internal and external)	km	1,287.69	1,789.00	2,089.08	8,389.14
PVC Conduiting	km	647.02	452.48	1,796.95	2,133.33
PVC – Others (Drain cell)	sqm	0.08	-	7,914.00	2,251.62
Polymers, refrigerant & chemicals	KG	0.00	-	0.00	-
Conduit	Rmt	63,200.00	-	-	-
Miscellaneous **	No.s	22,574.00	4,755.00	354.00	-
FRLSWIRE and cable (28-35) & Alarm cable and GI strip	Mtr	40,153.00	-	-	-

** This category includes items that may not be consistently classified under the main headings provided and are therefore listed as miscellaneous. Examples of such items include, but are not limited to, metal boxes, couplers, sockets, MCB switches, indicators, plates, LEDs, swimming pool mechanical equipment, plants, solar panels, DG sets, CCTV systems, and lifts.

SOCIAL

PL						PHL	
Unit		FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24		
Headcount of Workforce							
Permanent Employees	Count	918	821	421	400		
Contractual Employees	Count	21	15	5	3		
Total	Count	939	836	426	403		
Workforce Diversity							
Total Male Employees	Count	710	632	282	274		
Total Female Employees	Count	229	204	144	129		

		PL		PHL	
	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24

Workforce Diversity by Age

Male

Under 30 Years	Count	152	139	67	-
Between 30 to 50 Years	Count	486	445	198	-
Over 50 Years	Count	52	48	13	-

Female

Under 30 Years	Count	74	77	67	-
Between 30 to 50 Years	Count	145	117	73	-
Over 50 Years	Count	9	10	3	-

Workforce Diversity by Designation

Male

Senior Management	Count	76	65	21	19
Middle Management	Count	261	216	119	57
Junior Management	Count	294	264	125	185
Staff	Count	59	70	13	10
Workers	Count	0	14	0	0

Workforce Diversity by Designation

Female

Senior Management	Count	18	11	5	3
Middle Management	Count	68	64	31	9
Junior Management	Count	138	125	106	114
Staff	Count	4	4	1	2
Workers	Count	0	0	0	0

		PL		PHL	
	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Workforce by Geography					
India	Count	939	836	426	403
New Hire Diversity					
By Gender					
Male	Count	292	270	105	125
Female	Count	96	98	57	27
Total New Hires	Count	388	368	162	152
By Age Group					
Under 30 Years	Count	136	146	74	11
Between 30 to 50 Years	Count	242	220	87	118
Over 50 Years	Count	10	2	1	23
Workforce Turnover					
By Gender					
Male	Count	201	155	83	75
Female	Count	69	69	39	41
Total Workforce Turnover	Count	270	224	122	116
By Age Group					
Under 30 Years	Count	77	77	51	49
Between 30 to 50 Years	Count	187	142	68	63
Over 50 Years	Count	6	5	3	4
Workforce Benefits – Parental Leave					
Eligibility					
Male	Count	0	0	0	0
Female	Count	228	209	143	129
Total Eligible	Count	228	209	143	129

		PL		PHL	
	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Workforce Benefits – Parental Leave					
Availed					
Male	Count	0	0	0	0
Female	Count	7	8	6	7
Total Availed	Count	7	8	6	7
Workforce Safety Performance					
High-consequence Injuries	Count	0	0	0	0
Work-related Injuries	Count	0	0		0
Fatalities	Count	0	0	0	0
Ill-health	Count	0	0	0	0
Near Misses	Count	139	153	5	4
Permanent Workforce Training & Development					
By Gender					
Male	Hours	1,492	392	1,250	610
Female	Hours	896	302	580	358
Total Training Hours	Hours	2,388	694	1,830	968
By Designation (Male)					
Senior Management	Hours	54	58	76	40
Middle Management	Hours	336	206	622	190
Junior Management	Hours	1,102	128	552	380
By Designation (Female)					
Senior Management	Hours	14	6	44	4
Middle Management	Hours	110	68	248	134
Junior Management	Hours	772	228	288	220

		PL		PHL	
	Unit	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Performance Management & Career Development					
By Gender					
Male	Count	423	473	182	207
Female	Count	136	152	91	99
Total	Count	559	625	273	306
By Designation (Male)					
Senior Management	Count	49	53	19	19
Middle Management	Count	168	101	89	49
Junior Management	Count	147	264	66	131
Support Staff	Count	59	55	8	8
By Designation (Female)					
Senior Management	Count	12	9	3	3
Middle Management	Count	48	31	28	6
Junior Management	Count	73	109	58	88
Support Staff	Count	3	3	2	2

GRI Content Index

Puravankara Group has reported in accordance with the GRI Standards for the period 1st April 2024 to 31st March 2025.

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