

CONSTRUCTING AN ELEVATED LIFESTYLE INTEGRATED REPORT 2023-24





BPTP

**BUSINESS PARK TOWN PLANNERS
CAPITAL CITY, SECTOR-94, NOIDA
UTTAR PRADESH- 201301**

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1 ORGANIZATIONAL OVERVIEW

1.1 COMPANY OVERVIEW

BPTP a distinguished player in the real estate industry, was founded on August 11, 2003, and is now situated at Sector 94, Noida, having recently relocated from Delhi. The company is committed to its mission and vision of constructing sustainable lifestyles, offering an array of services to enhance the overall living experience. Their comprehensive approach includes amenities such as a gym and fitness centre, salon, creche, restaurants, retail spaces, convenience mall, and concierge services. With a solid financial standing, reflected in their revenue of 5662.93 Million, BPTP Capital City demonstrates stability and success in the real estate sector. The company is led by a reputed trust, overseeing a team of 847 employees. Operating in a competitive market, BPTP recently made a strategic move, signalling a shift in their operational base from Delhi to Noida. For the latest and most accurate information, individuals are advised to refer to the company's official website, press releases, or recent news articles.



“Our strategic vision, performance, governance, and value creation are all comprehensively presented in our second integrated annual report. It shows how we fulfil our mission to make a significant difference in the communities we serve, the environment, and the economy”

“It gives the reader a brief overview of our overall performance and prospects to help them decide whether or not we can generate value over the short, medium, and long terms”

ABOUT THE REPORT

With a commitment to sustainable growth, we are happy to present the BPTP (Business Park Town Planner) second integrated annual report, which was created with the goal of giving our stakeholders meaningful disclosures and transparency. Our financial and non-financial performance for the calendar year 2023–24 (CY 23) is presented in an integrated manner in this report. It also offers information on how our strategy is coordinated to benefit our stakeholders.

REPORTING FRAMEWORK AND GUIDELINES

The International Integrated Reporting Council's (IIRC) International Integrated Reporting Framework is followed in this report. We also approached the United Nations Sustainable Development Goals (UNSDGs) and the Global Reporting Initiatives (GRI) guidelines while creating the report. We have added the Task-force on Climate-related Financial Disclosures' (TCFD) recommendations to the report's expanded scope as of this year. This report's financial and statutory data complies with the regulations established by the Companies Act, 2013 and its implementing rules.

REPORTING BOUNDARY

This report outlines our overall performance, associated results, and future prospects for the year under review, as well as our business model, strategy, major risks, opportunities, and issues. We report on our governance and non-financial (social and environmental) performance in addition to our financial performance. The Integrated Annual Report gives details about BPTP's sustainability performance as well as its business operations (operational and under-construction assets).

ACCOUNTABILITY STATEMENT


The Board of Directors and the Company's Senior Management have reviewed this report. The board attests that the information in this integrated annual report about the company's performance, business model, and strategy is accurate and essential.

COMMUNICATION

Office address: BPTP Capital City, Sector-94, Noida (Uttar Pradesh)

Contact: +91-11-4957-2787

Website: www.bptp.com

A photograph of a modern architectural courtyard. On the left is a multi-story building with a glass facade. In the center is a paved walkway with a small water feature and planters. On the right is a wooden structure with a lattice facade. The sky is blue with light clouds.

*“Our overarching guiding concept is
“Constructing an elevated Lifestyle” which
informs everything we do. Our best
innovations, which meet the highest
international standards, contribute to the
revolution in how people live and work”*

1.2 BPTP PROJECTS

PLOTTED



Pride Plot



Green Oaks



District 4



District 3



District 6



District 1



Fortuna



District



102 Eden Estate



District Walk



Eden Estate



Parklands

BUILT-UP



Terra



Discovery Park



Amstoria



Pride



Pedestal @70A



Visionaire Villas



Spacio



Park Generations



Astaire Gardens



Park Elite Premium



Princess Park



Park Prime



Park Serene



Freedom Park Life



The Resort



Grandaura



Park 81 Park



Park Floors I



Park Floors II



Mansions



Park Elite Floors I & II



Villas



The Deck

COMMERCIAL



Capital City



Centra One



District Walk



Park Street @37D



The Next Door



Crest

1.3 OUR VISION & VALUES

“Constructing an elevated Lifestyle”

AGILITY: We are a dynamic & flexible organization that is always on the ball and ready for a challenge.

TEAM SPIRIT: Our company celebrates the spirit of inter-dependence and cohesiveness.

LEARNING: We treat every day as an opportunity to learn; as individuals and as an organization.

MERITOCRACY: We treat every day as an opportunity to learn; as individuals and as an organization.










COMMUNITY: We believe in the power of the collective; where individual action makes an impact on the larger community.

- We promise to make a significant contribution to the environment and communities in our country.
- We are willing to go above and beyond to achieve excellence in everything we do.
- The best people will work with us, and we will treat them well and demand a lot of them. The rest will take care of itself.
- We promise to conduct ourselves with ethics, honesty, and integrity toward all parties involved in our organization.
- Our goal is to surpass our clients' expectations by providing them with cutting-edge, superior solutions.

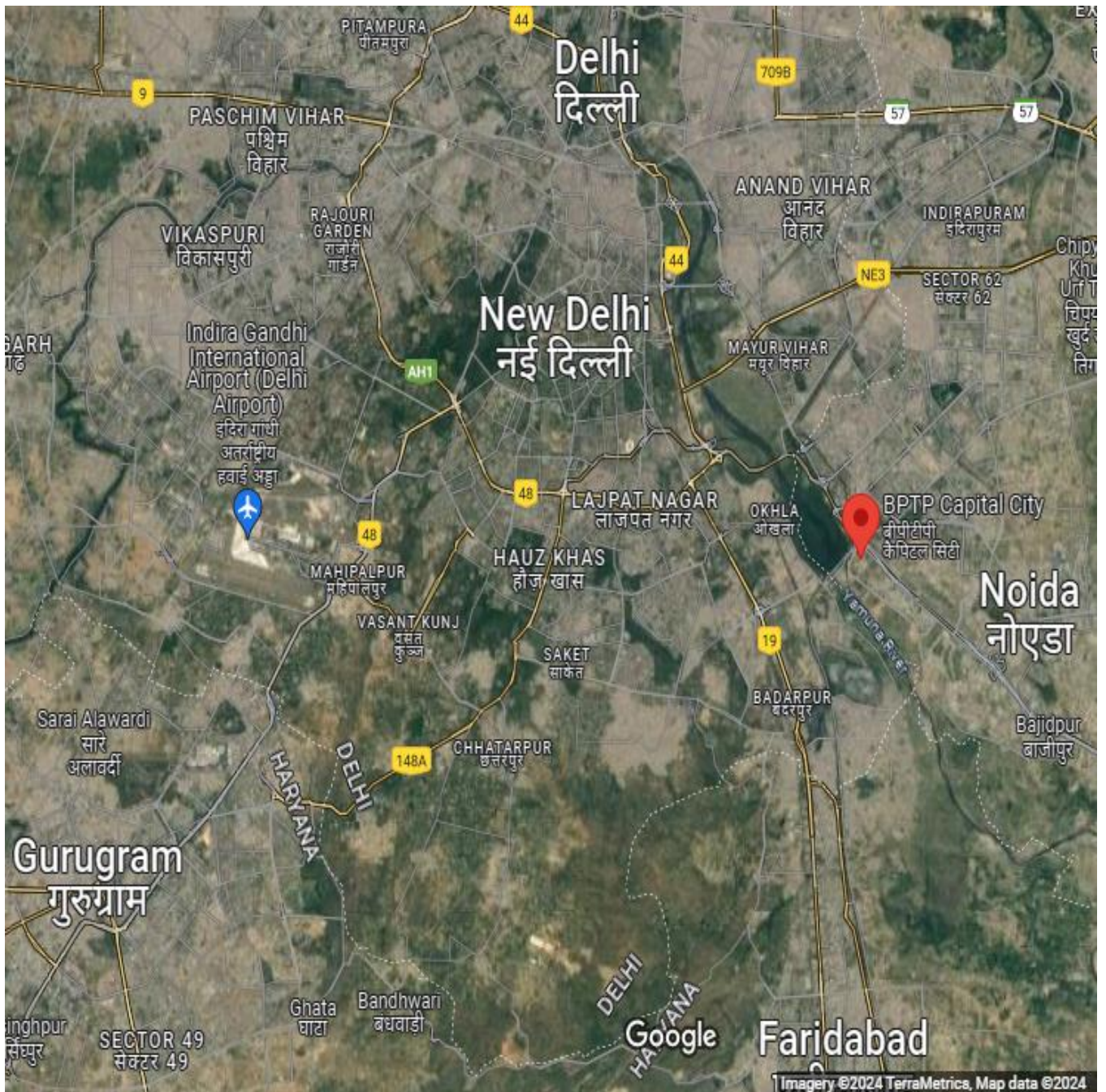
The Culture we support

- **Incredible:** We are an incredible company, we will produce incredible outcomes.
- **Customer-oriented:** Our dedication to being the best at all touchpoints is unwavering.
- **Producers of economic value:** Sustainable profit-making is important to us.
- **Nimble:** In terms of both preparation and execution, we are agile.
- **learning-oriented:** We work to avoid making the same mistakes twice by learning from them.
- **Complemented:** We inspire our employees to make a difference.
- **Honor-based:** We give our employees incentives for adding value and invest in them.
- **Supportive:** We anticipate excellent performance and teamwork from each and every one of our workers.
- **Straightforward:** We think that communication with all of our stakeholders should be open and honest.



 <p>Committed to explore and adopt emerging technologies.</p>	 <p>Committed to Diverse and inclusive bond</p>	 <p>Committed to educate our tenants and employees about renewable energy and sustainable practices.</p>
 <p>Committed to joining Climate pledge.</p>	 <p>Committed 2040 year to be NET ZERO emission organization</p>	 <p>Committed to 20000 persons benefitted from CSR</p>
 <p>Committed to 100% portfolio under IGBC green certification</p>	 <p>Committed to neutralizing 100% of the scope1 and scope 2 emissions.</p>	 <p>Committed to adopt SDG's</p>

1.4 GEOGRAPHICAL PRESENCE



2 LEADERSHIP & GOVERNANCE

2.1 BPTP LEADERSHIP TEAM



Mr. Kabul Chawla (MD & Chairman) Mr. Kabul Chawla, the Chairman and Managing Director of BPTP Ltd., is a pioneering entrepreneur and the first in his family to venture into entrepreneurship. Recognized as a visionary within the real estate industry, Mr. Chawla has successfully transformed BPTP Ltd. into a major enterprise in less than a decade. His strategic leadership encompasses overseeing the company's operations, driving growth, and shaping its future direction.

Mr. Chawla's profound expertise in the real estate sector has facilitated the company's expansion from a modest team of twenty employees to a robust workforce of one thousand. His leadership is characterized by hands-on involvement and inspirational guidance. He is widely credited with enhancing Faridabad's stature in the global real estate market and possesses a deep understanding of the Indian real estate landscape.



Mr. Sudhanshu Tripathi (Whole time Director) Mr. Sudhanshu Tripathi has been an integral part of BPTP Ltd. since 2006. He holds a law degree from the University of Delhi and a bachelor's degree from the University of Lucknow. At BPTP, Mr. Tripathi is responsible for identifying new business opportunities, acquiring land for projects, and ensuring the company secures all necessary permits. Before joining BPTP, he gained valuable experience working at Gagrat & Co., a reputable law firm, and advised Vipul Infrastructure Private Limited.



Mrs. Chitra Menon (Women Director) Mrs. Chitra Menon began her career at Omaxe Limited and subsequently worked at KSS Petron Private Limited until 2016. She possesses extensive expertise in accounting and holds degrees in commerce and business administration from the University of Delhi. Additionally, she has completed a diploma in computer programs and applications.



Mr. Subhash Chander Setia (Independent Director) Mr. Subhash Chander Setia has long been a distinguished member of the Institute of Company Secretaries of India. Additionally, he is a member of the Institute of Cost Accountants of India. Mr. Setia holds degrees in commerce, law, and economics from the University of Delhi and Meerut University. His extensive career includes working with prominent companies such as DLF Group, Oil and Natural Gas Corporation (ONGC) Limited, and Ranbaxy Group.



Mr. Anupam Bansal (Independent Director) Mr. Anupam Bansal is an Independent Director with a lot of experience in retail. He got his degree in Economics from Shriram College of Commerce at the University of Delhi and learned about shoe design in Italy. He helped turn Liberty into a popular brand by keeping up with trends and making stores look nice. He's big on teamwork and always tries to motivate people. He believes fashion should feel good, and his work has made Liberty known for being stylish and comfortable.



Mr. Manik Malik (Sr. VP & CFO) Mr. Manik Malik is the Chief Financial Officer at BPTP. He's a certified Chartered Accountant and has a certification from the Colorado Board of Accountancy, USA. He's been in finance for 20 years. Before joining us, he worked at DLF for over 10 years and helped them with money-related things in their hospitality division. Now, at BPTP, he's in charge of the company's money strategy, talking to investors, and making sure we're using digital technology well.



Mr. Harinder Dhillon (Sr. VP Sales) Mr. Harinder Dhillon is a seasoned professional with over 23 years of experience in banking and real estate. He holds an Economics (Honours) degree from Kirori Mal College, Delhi University, and an MBA in Marketing and Finance from TA Pai Management Institute, Manipal. He has held leadership positions at ICICI Bank, Raheja Developers, DLF, Damac, and ATS. With deep knowledge of the Delhi NCR real estate market, he has excelled in sales, marketing, and business development. He has consistently achieved strong sales through effective strategy and execution. Since December 2021, he has been leading national sales at BPTP.



Mr. Rohit Mohan (Sr. VP Marketing Communications & Customer Care) Mr. Rohit Mohan has over 15 years of experience in the real estate industry and has been with BPTP for the past decade. He is focused on process and technology, with extensive experience in marketing, customer experience, and customer relations. He has played a key role in launching and marketing several BPTP projects and ensuring a smooth experience for BPTP customers.



Mr. Sunil Jha (Sr. VP Architecture) Mr. Sunil Kumar Jha is the chief architect at BPTP, holding a Bachelor of Architecture from NIT Bhopal. With 30 years of experience, he has been part of the BPTP design team for 15 years, introducing unique concepts to the real estate industry. Before BPTP, he worked with DLF and CES. He oversees design, budget, and quality control at BPTP.



Mr. Joy Bhalla (Vice President, Commercial Leasing and Sales) Mr. Joy Bhalla has 20 years of experience in real estate, specializing in the sale and leasing of commercial office spaces. He has worked with Vatika and Emaar and is skilled in product planning, budget planning, and channel partner relationships. He has managed space requirements for clients like TATA SIA Airlines, McKinsey, SAP Labs, HDFC, Vivo, British Petroleum, Xerox, and ZS Associates. At BPTP, he is responsible for leasing commercial and retail spaces.

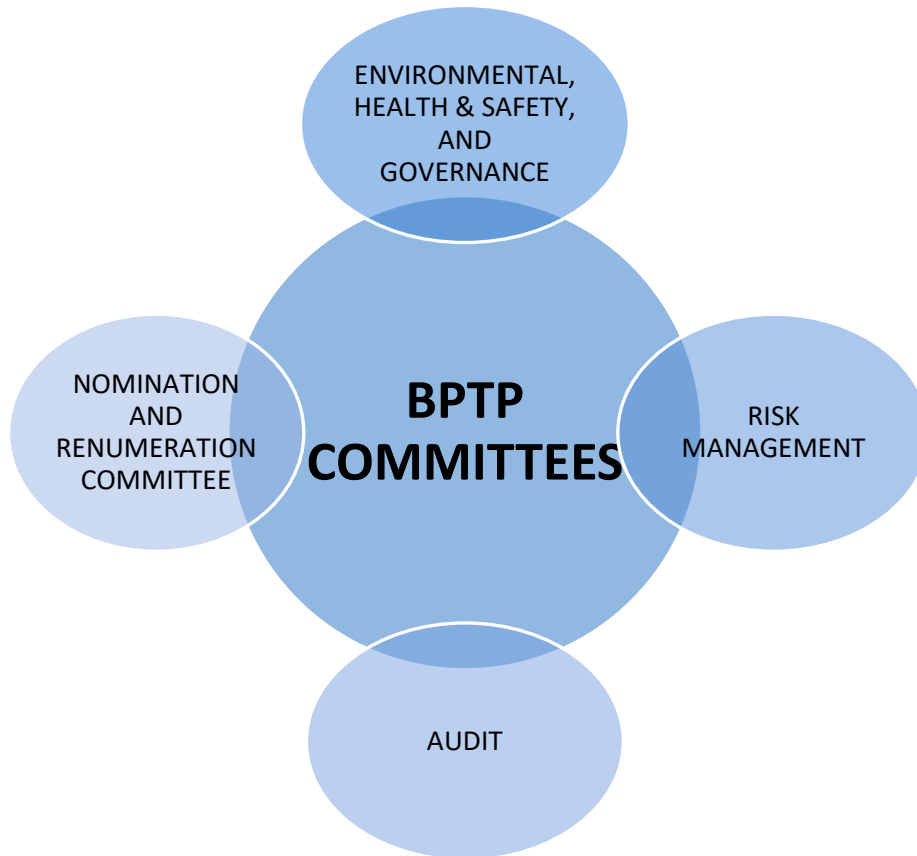


Mr. Ajay Bhagwani (Senior Vice President, Taxation, F&A) Mr. Ajay Bhagwani is a Chartered Accountant, qualified in 1990, with 32 years of experience. He joined BPTP Ltd. in April 2009 and handles compliance-related matters for direct and indirect taxation and various regulatory authorities.

All Board Members are appointed in accordance with our Nomination and Remuneration Policy and are limited to a maximum term of 5 years per appointment.

The Board has established several committees with clearly defined roles and responsibilities to ensure effective focus on various issues and expedite resolution on diverse matters. These committees convene at regular intervals to deliberate on technical or specialist matters, providing counsel and advice to the statutory Board.

Comprising members of the Board with specific skills and expertise relevant to the committees' focus areas, we have following committee in action:



EHS/ESG COMMITTEE
 Mr. Manik Malik (CFO)
 Mr. Vishal Singh (CHRO)
 Mr. Sunil Kumar Jha (Sr. VP)
 Mr. Hansraj Verma (DGM)

RISK MANAGEMENT COMMITTEE
 Mr. Manik Malik (CFO)
 Mr. Vishal Singh (CHRO)
 Mr. Sunil Kumar Jha (Sr. VP)
 Mr. Deep N. Sharma (Sr. VP)

NOMINATION AND RENUMERATION COMMITTEE
 Mr. Manik Malik (CFO)
 Mr. Vishal Singh (CHRO)
 Ms. Jyoti Sangwan (Sr. GM)
 Mr. Raju Paul (Sr. VP)

AUDIT COMMITTEE
 Mr. Manik Malik (CFO)
 Mr. Anoop Garg (GM)
 Mr. Abhishek Tiwari (Sr. Manager)
 Mr. Hansraj Verma (DGM)

2.2 CHAIRMAN & MANAGING DIRECTOR'S MESSAGE



MR. KABUL CHAWLA
CHAIRMAN & MANAGING DIRECTOR

Dear Friends, great things are happening here at BPTP and the NCR. Two different words when combined together presented 'Affordable Luxury' to the urban Indian and marked the beginning of an idea that takes lifestyle beyond four walls. Today, BPTP is one of the most prominent real estate developers in the NCR with more than 40 projects. Rome was not built in a day, we all worked hard together to make this happen. Setting our goals high and having a prolific and modern approach to deliver beyond customers' expectations has become synonymous with us and our architectural innovations - including Terra, our first eco-friendly community, Spacio, a green building with IGBC's Certification, Visionnaire Villas, a Luxury villa community in partnership with Italian design giants IPE Cavalli, Astaire Gardens, Amstoria, are townships in Gurugram, and a truly global lifestyle in Pride, Faridabad - corroborate our belief. Our innovative approach and commitment towards delivery have enabled us to bring a change in the way the consumer

perceives lifestyle, and the market caters to it. I hope that your relationship with BPTP is a rewarding experience and turns into a relationship for life, as we set our sights on a future that holds even greater promise.

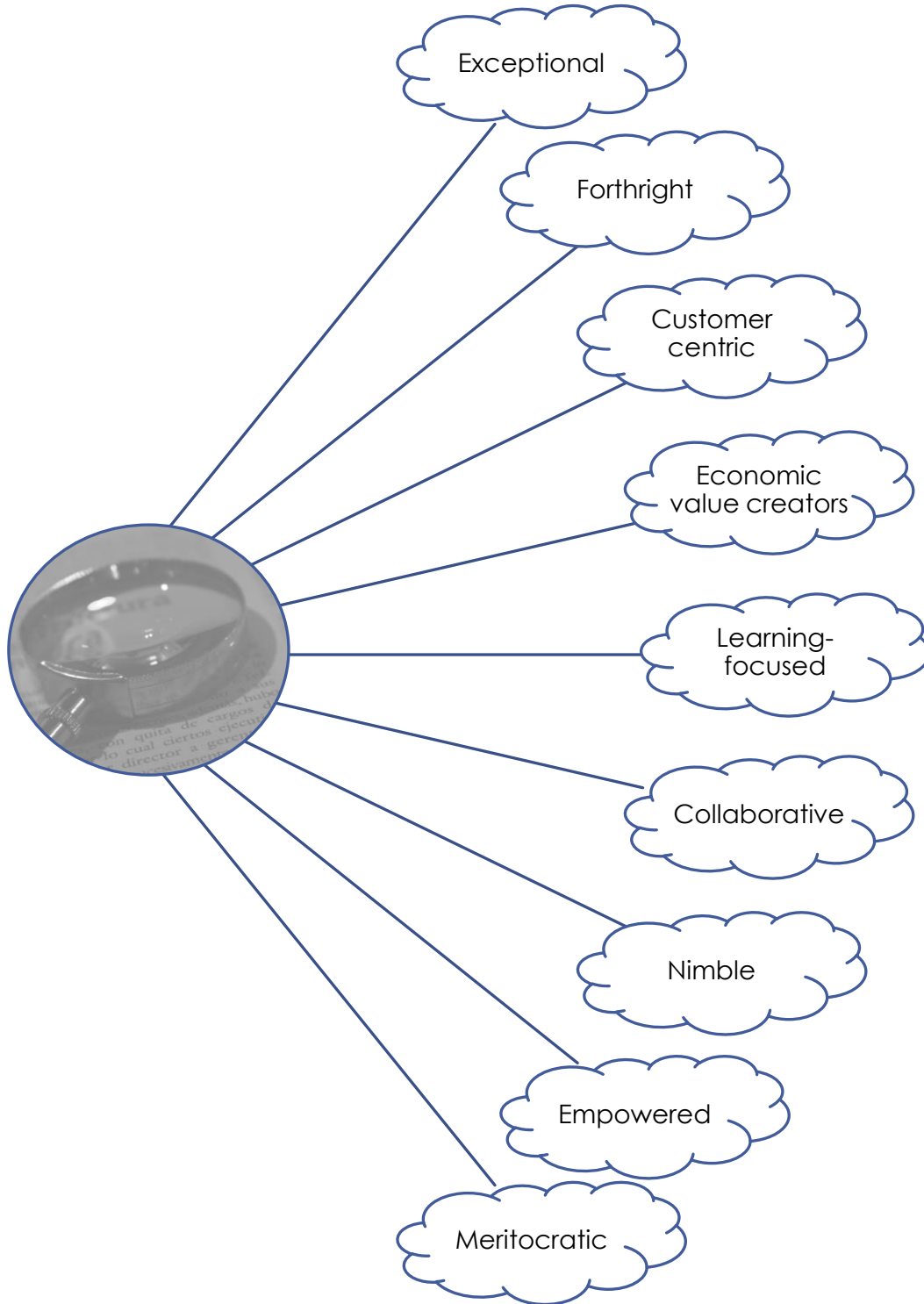
The Company has committed to becoming a 'Net Zero Carbon emission' organization by 2040 and is making rapid progress in achieving this goal much ahead of time. We also committed to set Decarbonization targets with the Science Based Target initiatives (SBTi) within 2030. We have brought all our under-construction residential projects within the ambit of Green Certifications. With this, the entire portfolio of the Company, Commercial and residential will be green certified. We intend to make net zero a new normal for the built environment and have created "BPTP Net Zero Accelerator" with technical support from our long-standing partner. We also undertook an ambitious goal to drive gender diversity and increase the mix of women associates to >20% (excluding construction workforce) by 2027.

2.3 OUR APPROACH TO GOVERNANCE

“Constructing Morally”

“Our corporate culture is embedded with a strong commitment to transparent and ethical business practices, which are guided by our vision of Constructing an elevated Lifestyle”

We think that building and enhancing long-term stakeholder value requires a high standard of corporate governance.



OUR GOVERNANCE

Philosophy

Ensuring transparency and integrity in business dealings	Taking ethical business decisions in compliance with applicable legislations	Clear and fair communication with all stakeholders
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PILLARS OF Governance

Diverse Board which plays a crucial role in overseeing and safeguarding long term interests of stakeholders	Transparent procedures and practices and informed decisions	Compliance with relevant laws in letter and substance	Well defined corporate structure that establishes checks and balances and delegates decision making to appropriate levels in the organisation	Strong senior management team which provides support to the Board in ensuring Governance across the organisation through policies and procedures
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GOVERNANCE

Goals

Responsible business conduct	Fairness	Integrity and Transparency	Accountability
Taking ethical business decisions in compliance with applicable legislation	Clear and fair communication with stakeholders	Ensuring transparency and integrity in our business dealings	Board and the management are accountable to stakeholders



3 BUSINESS MODEL & STRATEGY

“Predictable Growth Towards Sustainable Value Creation”

Over the course of the next 15 years, as the nation moves from a low-income to a middle-income economy, India will have a "never-to-be-missed chance" to increase its ownership rate of high-quality housing. Throughout the past 20 years, we have proven our ability to build processes, attract top talent, and execute well.

With an engineering core and almost half of its workforce devoted to engineering-related tasks like design, construction management, quality assurance, and so forth, BPTP is a customer-focused organization. These excellent qualities, along with the enormous underlying potential for high-quality housing, will allow us to provide steady and predictable growth throughout this ten-year period. In the long run, this will help us create disproportionate shareholder value because we are focused on capital efficiency.

3.1 MULTI-STAKEHOLDER APPROACH

“Adopting a Multi-Stakeholder Perspective”

Our Focus Area

People: Enhancing capabilities all along the value chain

Technology: Launching a technology transformation initiative to improve customer experience and operational excellence.

Sustainability: Putting our sustainable future vision into practice

How Value Is Created

- We will fully support the environment and communities across our country.
- Our goal is to surpass our clients' expectations by providing them with cutting-edge, superior solutions.
- We promise to act honourably, morally, and with integrity toward all of our organization's stakeholders.
- We'll surround ourselves with the best employees, demand a lot of them, and work with them to achieve our goals.
- We'll go above and beyond to complete tasks correctly and strive for excellence in everything we do.

“Our business approach is centred on environmental, social, and governance considerations. In addition to adding long-term value to our company, this guarantees that we support the larger goal of sustainable development”

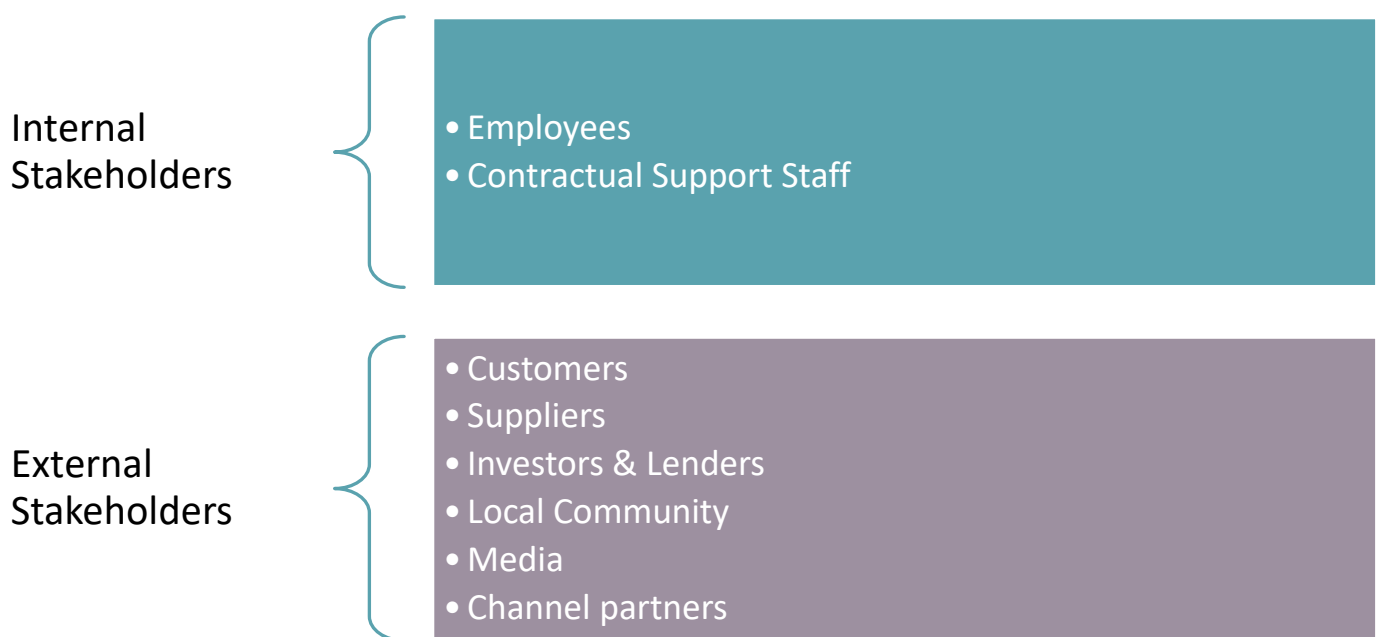
4 STAKEHOLDER ENGAGEMENT

“Collaborating to Build a Better Future for Everyone”

“Our partners in generating long-term value and beneficial effects are our stakeholders. We think that attaining the triple bottom line requires active stakeholder participation”

We use an inclusive and integrated process to try to strike a balance between the demands, expectations, and concerns of our stakeholders and those of the business. Their ideas, criticism, and insight help us recognize possible hazards and protect our company. We are dedicated to comprehending and considering the hopes, worries, and expectations of stakeholders in order to make wise decisions.

Our important stakeholders are divided into two categories- internal and external.



We can identify important issues that serve as the cornerstone of our business and sustainability plans and match them with the expectations of important stakeholders thanks to our comprehensive approach to stakeholder engagement.

4.1 INTERNAL STAKEHOLDER

4.1.1 Employees

Employees				
<p>Relevance of the partnership</p> <p>Employees support the company's growth, profitability, innovation, customer happiness, productivity, and reputation. They are indispensable to accomplishing our sustainability and corporate goals.</p>				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Wealthy and varied experience to improve expertise and abilities • Motivating governance • Ethics, honesty, and integrity are the cornerstones of the professional culture. • Opportunities for growth and learning • An exciting place to work 	<ul style="list-style-type: none"> • Coffee with MD • Townhalls • HR connects • Project reviews • Offsites • Rewards & recognition • Employee engagement surveys • BPTP world newsletter 	<ul style="list-style-type: none"> • Employee development • Accountability & transparency • Health & safety • Human rights • Water management • Emission & energy management • Waste management • Data privacy & information security 	<ul style="list-style-type: none"> • Bringing in and keeping a diverse pool of talent • Creating a Context for Learning • Supplying a stimulating and rich culture • Presenting chances for professional development 	<ul style="list-style-type: none"> • Continuous / Biannual / Twice a year / Yearly



4.2 CONTRACTUAL SUPPORT STAFF

Contractual Support Staff				
Relevance of the partnership				
Contractual support staff are our key partners in accomplishing our corporate objectives.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Clear and equitable conditions in the contract • A comfortable workplace with first-rate facilities and medical services • Strong procedures for occupational health and safety • Knowledge and proficiency gained from working on some of the best developments in the world 	<ul style="list-style-type: none"> • Periodical review meetings • CSR interventions • EHS training • Skill building trainings 	<ul style="list-style-type: none"> • Health and safety • Human Rights 	<ul style="list-style-type: none"> • Fostering responsible citizenship • Social and economic advancement 	<ul style="list-style-type: none"> • Continuous



4.3 EXTERNAL STAKEHOLDER

4.3.1 Customers

Customers				
<p>Relevance of the partnership</p> <p>Maintaining our leadership position and competitiveness in the market requires a strong base of customer satisfaction, feedback, and loyalty. We will be able to meet and surpass their expectations as long as we have strong relationships with our customers.</p>				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Robust brand and unique goods and services • Better quality of life • Superior residences and workplaces • Affordable prices 	<ul style="list-style-type: none"> • Sponsored events • Mailers & newsletters • Brochures • Brand campaigns • Sales pitches • Customer visits • Website • Webinars • Media and social media • Customer satisfaction • Surveys • Community events 	<ul style="list-style-type: none"> • Water management • Waste management • Emission & energy management • Stakeholder engagement • Data privacy and information security • Green buildings • Climate change adaption 	<ul style="list-style-type: none"> • Recognizing the needs of the client • Finding ways to make our goods and services better 	<ul style="list-style-type: none"> • Continuous/yearly



4.3.2 Suppliers

Suppliers				
Relevance of the partnership				
To optimize the value chain, maintain cost competitiveness, and be sustainable, suppliers offer operational leverage.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Fair commercial practices and ethical business behaviour • Opportunities for growth driven by sustainability • Prompt payment. • Recurring purchases to expand the business 	<ul style="list-style-type: none"> • One-on-one meetings • Training and awareness drive on sustainability topics • Townhalls • MD meets 	<ul style="list-style-type: none"> • Business Ethics • Human Rights 	<ul style="list-style-type: none"> • Maintaining quality and adhering to project timelines • Extending the scope and impact of sustainability programs by incorporating sustainable practices all the way through the supply chain 	<ul style="list-style-type: none"> • Continuous



4.3.3 Investors and Lenders

Investors and Lenders				
Relevance of the partnership Investors and lenders are crucial collaborators who not only contribute financially to finance expansion but also contribute to establishing and enhancing our reputation.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Reliability in investment returns • Fair disclosures • Responsible business practices and thorough risk management • Reduced operational carbon footprint and risk mitigation related to climate change 	<ul style="list-style-type: none"> • Investor and analyst conferences • Periodic meetings • Annual report • Press releases or media updates • Earnings calls 	<ul style="list-style-type: none"> • Water management • Waste management • Emission & energy management • Accountability & transparency • Business ethics • Corporate Governance • Data privacy and information security • Brand management • Risk management 	<ul style="list-style-type: none"> • Prioritize achieving excellent financial and operational results. • Emphasize the disclosures and commitments to sustainability 	<ul style="list-style-type: none"> • Continuous



4.3.4 Local Community

Local Community				
Relevance of the partnership Local communities play a critical role in preserving a favourable environment, guaranteeing social support and efficient business operations.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Change people's lives by being successful and doing good. • Empower marginalized women, children, and youth by developing their skills and knowledge. • Boost living standards by building better medical facilities • Safe work procedures to safeguard the neighbourhood around construction sites 	<ul style="list-style-type: none"> • Community meetings • CSR initiatives 	<ul style="list-style-type: none"> • Local community development • Stakeholder engagement • Responsible supply chain • Biodiversity 	<ul style="list-style-type: none"> • Making sustainable livelihoods possible • Making education accessible • Advancing equality and women's empowerment 	<ul style="list-style-type: none"> • Continuous



4.3.5 Media

Media				
Relevance of the partnership The media is essential for increasing awareness and reputation, assisting with PR campaigns, offering insightful information about the market, and supporting crisis management.				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Notifying and updating the public with pertinent information 	<ul style="list-style-type: none"> • Press conferences • Press releases • Leadership conversations and interviews • Industry events • Product launches • Familiarisation visits • Social media • Participate in industry news with trend stories • Mitigate crisis situations • Performance updates 	<ul style="list-style-type: none"> • Brand Management 	<ul style="list-style-type: none"> • Increasing media presence on digital and traditional channels • Increased awareness of the brand • Extending the reach of the media with national news 	<ul style="list-style-type: none"> • Continuous



4.3.6 Channel Partners

Channel Partners				
<p>Relevance of the partnership</p> <p>The capacity of channel partners to increase reach and distribution, offer cost-effectiveness, drive sales and revenue, give market insights, and promote relationship building makes them essential stakeholders.</p>				
Worth Proposition	Participation Paths	Subject matter	Responsibility Conclusions	Regularity of participation
<ul style="list-style-type: none"> • Fair and moral business conduct • Acquiring knowledge and developing skills • Facilitation and expansion of capability • Personalized portfolio to satisfy the needs and preferences of customers 	<ul style="list-style-type: none"> • Channel partner meets • Product training • BPTP CP portal • Website • Business reviews 	<ul style="list-style-type: none"> • Business ethics • Data privacy and information security • Brand management 	<ul style="list-style-type: none"> • Creating leads and business • Extending the appeal of cutting-edge business concepts and products 	<ul style="list-style-type: none"> • Continuous



5 MATERIALITY

“In our opinion, determining the factors influencing value creation requires conducting materiality assessments. To identify significant topics in relation to the GRI standards of 2021, a thorough exercise was conducted in FY23”

5.1 MATERIALITY ASSESSMENT

Determining the factors that influence a company's capacity to create value requires careful consideration of materiality. We conducted interviews with a cross-sector representative sample of important stakeholders in order to determine a set of pertinent material topics. Peer reports and global megatrends for the real estate industry were also evaluated as part of the assessment, identifying the key areas of risk and opportunity.

Based on feedback from important stakeholders and their importance to the business, the identified material topics were ranked in order of importance. A stakeholder's significance was assessed in light of their main worries and expectations from the business. We evaluated the issues' significance to us in light of the risks and business objectives.

A representative sample of important stakeholders, including investors, employees, suppliers, customers, channel partners, and others, was consulted in order to determine the material topics. While determining the most important areas of risk and opportunity, the assessment also took peer reports and global megatrends into account.

After evaluating their significance to the business and the stakeholders, the identified material topics were ranked in order of importance.

According to the main worries and expectations of the stakeholders, the significance of each was evaluated. Our business goals and associated risks dictated the significance of the concerns. Every couple of years, this drill will take place.

5.2 MATERIALITY ASSESSMENT METHODOLOGY

Stakeholder expectations and interests serve as a crucial point of reference for developing sustainability strategies.

Identification of material issues

Comprehensive review carried out to identify material topics including

- Sector specific, current and emerging risks
- National consultations
- Global sustainability standards ESG ratings

Mapping existing stakeholders

Identification of stakeholders who can impact of influence the company and vice-versa

Stakeholder consultation

- Online Surveys to assess stakeholder's perception of identified material topics
- Interviews with identified stakeholders

External stakeholders' objectives

- Understanding key concerns
- Identifying and prioritizing material issues

Internal stakeholders' objectives

- Understand top management vision on business goals and priorities and the emerging risks and opportunities
- Incorporate their perception of material issues into the materiality assessment

Data analysis

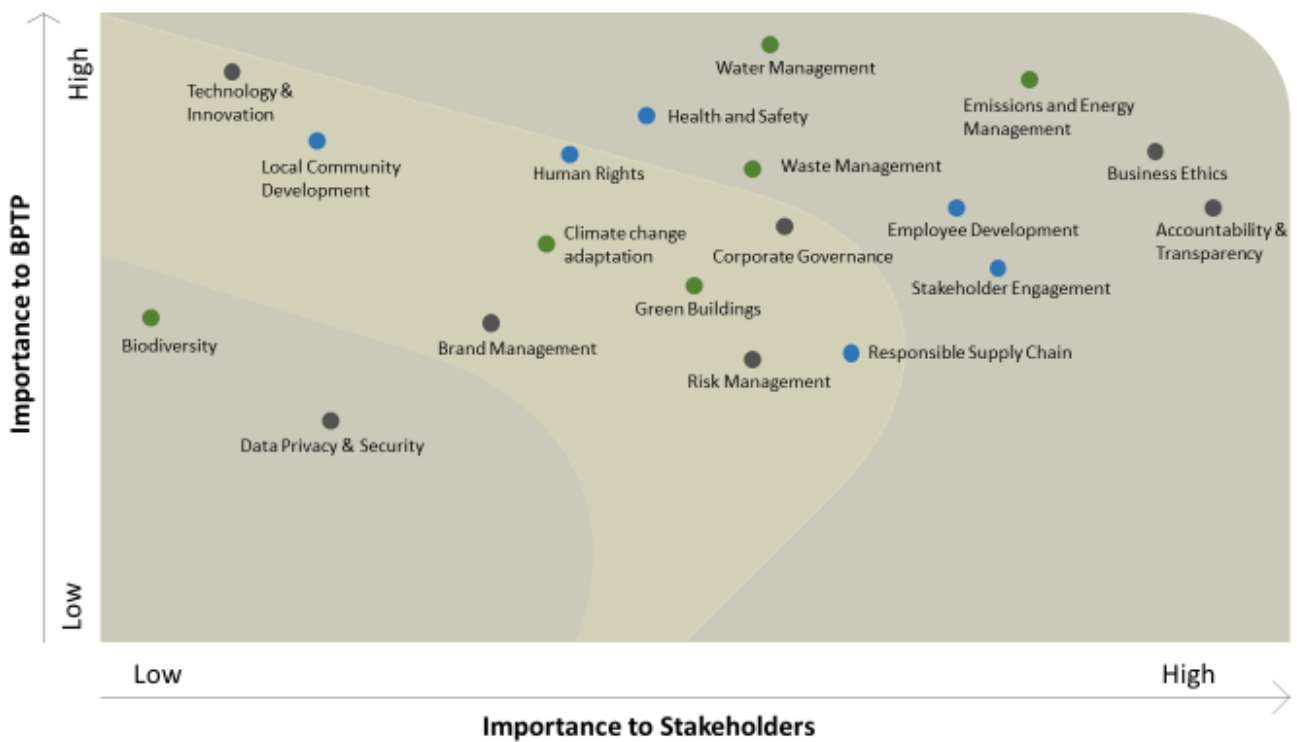
Stakeholder responses collated and material issues prioritized

- To draw inferences on areas of concern to stakeholders and
- Identify material topics from stakeholder’s perspective

Materiality universe

Final list of material topics from point of view of internal and external stakeholders populated and categorizes as per level of priority high, medium and low

5.3 MATERIALITY MATRIX



- Environment
- Social
- Governance

MATERIAL ISSUES	DESCRIPTION	STAKEHOLDERS INVOLVED	KEY PERFORMANCE INDICATORS
Green Buildings	Designing and constructing buildings that are environmentally responsible and resource-efficient throughout their lifecycle.	<ul style="list-style-type: none"> • Customers • Investors • Employees • Regulatory Authorities 	<ul style="list-style-type: none"> • Energy Efficiency • Greenhouse Gas Emissions Emitted • Water Efficiency Recycled / Reused Input Material • Waste Reduction • Occupant Satisfaction
Climate Adaptation	Addressing the impact of climate change by developing strategies to adapt and mitigate its effects on operations and communities.	<ul style="list-style-type: none"> • Investors • Employees 	<ul style="list-style-type: none"> • Scope 1 Emission • Scope 2 Emissions • Emissions Intensity • Emissions Reduction Initiatives and Savings
Water Management	Efficient use of management of water resources to reduce consumption, recycle water, and prevent pollution.	<ul style="list-style-type: none"> • Investors • Customers • Employees 	<ul style="list-style-type: none"> • Total Water Withdrawal • Net Water Consumption • Water Discharge • Water Withdrawal in Stressed Areas • Water Intensity • Water Savings
Waste Management	Implementing processes to reduce, reuse, and recycle waste, aiming for minimal environmental impact.	<ul style="list-style-type: none"> • Investors • Customers • Employees 	<ul style="list-style-type: none"> • Organic waste • Inorganic waste • Hazardous Waste • Waste Diverted to Disposal (Incinerated – without and without energy recovery/Landfilled)
Energy Management	Reducing greenhouse gas emissions and improving energy efficiency to minimize the carbon footprint.	<ul style="list-style-type: none"> • Investors • Customers • Employees • Regulatory Authorities 	<ul style="list-style-type: none"> • Total Renewable Energy • Energy Efficiency Initiatives and Savings • Energy Intensity
Biodiversity	Protecting and promoting biodiversity by preserving natural habitats and implementing sustainable practices.	<ul style="list-style-type: none"> • Customers • Employees • Investors • Suppliers • Local Community 	<ul style="list-style-type: none"> • Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

			<ul style="list-style-type: none"> • Significant impacts of activities on biodiversity
Health and Safety	Upholding and promoting human rights within the company's operations and supply chain.	<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> • Number of Recordable Injuries • Number of Fatalities • Number of Hours Worked • Lost Time Injury Frequency Rate • Training provided to employees on Health and Safety
Human Rights	Upholding and promoting human rights within the company's operations and supply chain.	<ul style="list-style-type: none"> • Investors • Employees • Customers • Suppliers 	<ul style="list-style-type: none"> • Number of Human Rights related complaints • Training imparted to suppliers and employees on Human Rights protection • No Child and Forced/Compulsory labor • Number of Suppliers assessed on Human Rights aspects • Number of buildings with accessible infrastructure
Employee Development	Investing in the growth and development of employees through training, education, and career advancement opportunities.	<ul style="list-style-type: none"> • Investors • Employees 	<ul style="list-style-type: none"> • New Hire Rate • Attrition Rate • Employee Net Promoter Score • Employee Benefits • Return to Work and Retention Rate of Employees who Availed Parental Leave • Average Training and Development Hours
Stakeholder Engagement	Actively engaging with stakeholders, including employees, customers, communities, and investors, to understand and address their needs and concerns	<ul style="list-style-type: none"> • Employees • Customers • Investors • Local Community 	<ul style="list-style-type: none"> • Number of stakeholder engagement meetings

Responsible Supply Chain	Ensuring that supply chain practices are ethical, sustainable, and socially responsible.	<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Number of suppliers audited for ESG criteria
Local Community Development	Contributing to the economic and social development of local communities where the company operates.	<ul style="list-style-type: none"> Local Community 	<ul style="list-style-type: none"> Number of CSR beneficiaries Operations with local community engagement, impact assessments, and development programs Operations with significant actual and potential negative impacts on local communities
Business Ethics	Maintaining high standards of ethical conduct in all business operations and decisions	<ul style="list-style-type: none"> Investors Employees Suppliers Local Community Regulatory Authorities 	<ul style="list-style-type: none"> Trainings provided on anti-bribery and anti-corruption Whistleblower Complaints Number of complaints
Accountability and Transparency	Ensuring transparency in business practices and holding the company accountable for its actions.	<ul style="list-style-type: none"> Employee Customers Investors Media 	<ul style="list-style-type: none"> 1 transparency report published
Technology and Innovation	Investing in technology and innovation to improve processes, products, and services.	<ul style="list-style-type: none"> Employees Suppliers Channel Partners 	<ul style="list-style-type: none"> R&D investment as a percentage of revenue
Corporate Governance	Implementing effective governance structures and practices to ensure the company operates responsibly and sustainably.	<ul style="list-style-type: none"> Employees Investors Lenders Board of Directors 	<ul style="list-style-type: none"> Number of governance policy reviews conducted
Risk Management	Identifying, assessing, and managing risks to protect the company's assets and ensure business continuity.	<ul style="list-style-type: none"> Employees Investors Lenders 	<ul style="list-style-type: none"> Number of risk assessments conducted

Data Privacy and Security	Protecting the privacy and security of data to prevent breaches and maintain trust.	<ul style="list-style-type: none"> • Employees • Customers 	<ul style="list-style-type: none"> • Number of data breaches
Brand Management	Building and maintaining a strong, positive brand reputation through consistent and responsible business practices.	<ul style="list-style-type: none"> • Employees • Customers • Media • Channel Partners 	<ul style="list-style-type: none"> • Brand value (Market Research Score)

6 SUSTAINABLE GROWTH

“Devoted to Ethical and Sustainable Operations”

“Our goal of ‘Building an Elevated Lifestyle’ is deeply rooted in sustainability”

We remain committed to doing what is right for the environment and the people, even as we generate value for our stakeholders. We are dedicated to providing our stakeholders with regular updates on our ESG performance, allowing them to monitor our advancement toward our sustainability objectives.






6.1 THE STRUCTURE OF OUR SUSTAINABILITY TEAM

We have assembled a core group of staff members from within the organisation to concentrate on different facets of sustainability. The team is led by a sustainability lead who answers to the Managing Director and CEO and is responsible for the company's overall sustainability (ESG) performance. The Board's ESG committee sets strategy, manages board-level sustainability disclosures and activities, and offers oversight. Additionally, two targeted working groups that concentrate on particular facets of our CY24 "Designing for Sustainability" main sustainability initiatives are being led by us.

6.2 ESG PHILOSOPHY

Our ESG Philosophy: Act Wisely, Perform Well

<p style="text-align: center;">Environmental</p>  <p>Ensure sustainability in our product and operations by positively impacting the natural environment.</p>	<p style="text-align: center;">Social</p>  <p>Positively impact our people and community through utmost respect for human rights, diversity and inclusion.</p>	<p style="text-align: center;">Governance</p>  <p>Bring about an industry transformation by leading ethically and bolstering trust through high degree of transparency and accountability.</p>
<p>Be resilient to climate change while not contributing to global warming.</p>	<p>Create a more diverse and inclusive workforce, with a workplace gender diversity ratio of 44% by 2027. Focus to make work environment more and more engaging and learning oriented.</p>	<p>Strong board with diverse experience to guide management through the business cycles.</p>
<p>Achieve carbon neutrality in operations (scope 1, 2) in FY24</p>	<p>Ensuring a safe working environment at sites to achieve zero fatality, zero hospitalisation and lowest lost time injury in the industry.</p>	<p>Meet expectation of diverse set of stakeholders through deeper engagement, transparent communication and ethical business conduct.</p>
<p>Align Scope 3 emissions reduction roadmap with Paris Agreement goals</p>	<p>Support bright and deserving minds in the country to get access to quality education to achieve their full potential and promote healthcare and vocational training in the community. Enable women to establish their own sustainable sources of income, and equip individuals with the competencies and tools to attain their aspirations.</p>	<p>Strong risk management framework.</p>

<p>We see ESG issues as long-term business risks, with long term value creation opportunities.</p>	<p>We mitigate or adapt to risks through action backed by organisational policies and processes</p>	<p>We endeavour to report our de-risking journey transparently to all stakeholders, so as to</p>	<p>Benchmark performance against global leaders and take ambitious steps to transform the industry</p>
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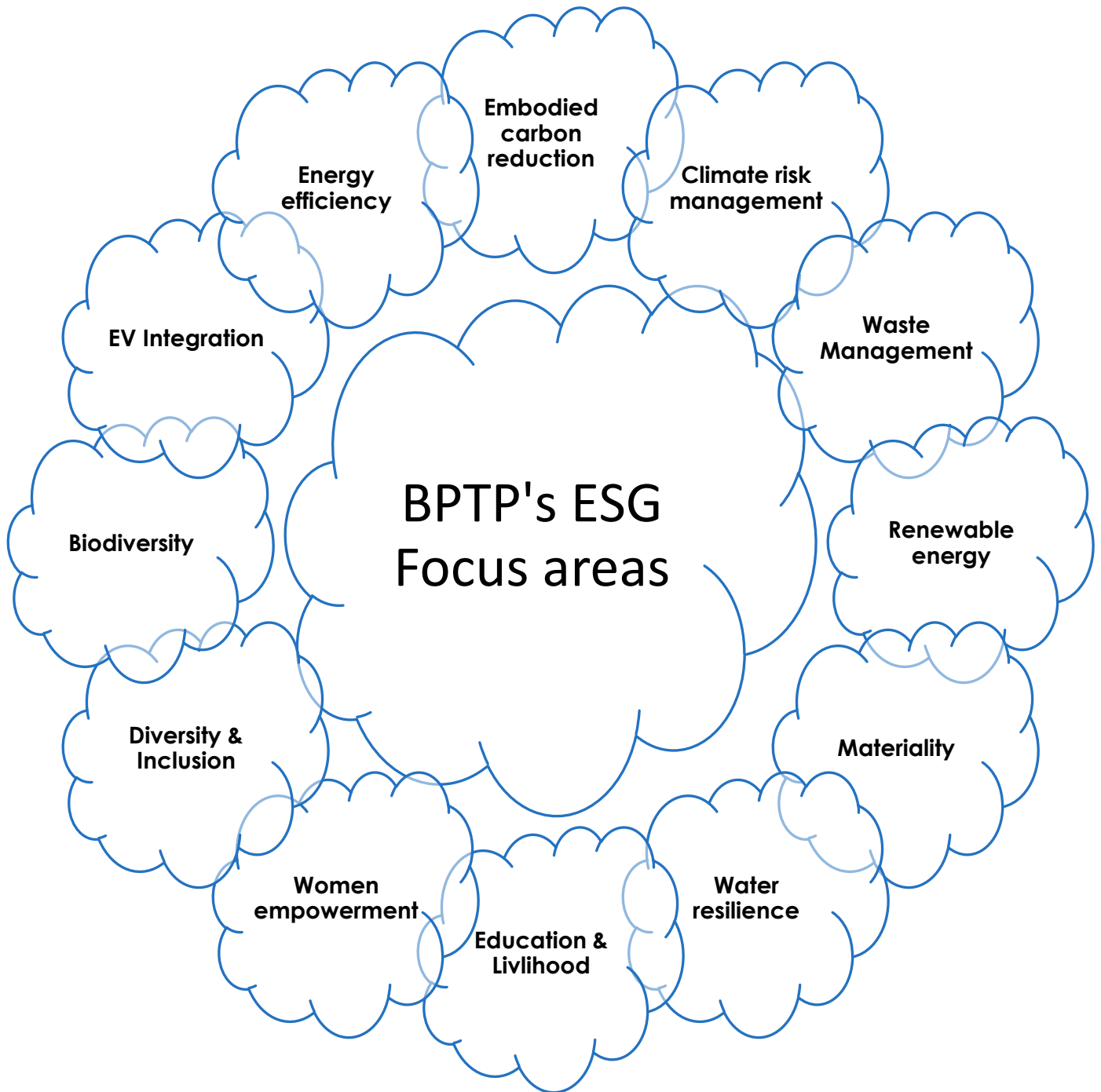
and stakeholder engagement.	build trust and gain momentum.	and create long term value for our stakeholders.
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The ESG Committee, which is part of the Board, is responsible for setting the strategic direction and managing the board's sustainability disclosures and initiatives. The team responsible for Corporate Sustainability is dedicated to executing different aspects of our sustainability plan. Our Head of Sustainability, who oversees the team's overall sustainability performance and reports to the Chairman and Managing Director, is in charge of ongoing progress monitoring against the established targets. With the support of their teams and relevant functional groups within the organization, the experienced members of the Corporate Sustainability team lead the Environment, Social, and Governance dimensions. Each lead is in charge of pursuing the particular objectives listed under each of the pillars.

Environmental	Purpose	Better planet
		Climate Risks (Adaptation & Mitigation)
	Goal	Climate resilience
		Carbon neutrality
	Impact on	Water resilience
		Asset safety
		Scope 3 emissions
		Scope 1,2 emissions
	Action area	Abate Demand Treat Harvest Reuse
		Climate Risk Assessment
		Life Cycle Assessment Proximal procurement
		Design and Build to Carbon Targets
		Renewable Transition
Sequestration – Afforestation (Residual Carbon)		

Social	Purpose	Constructing an elevated Lifestyle
		Joyousness
	Goal	Our stakeholders
		Our people
	Impact on	Communities
		Customers and other partners
		Construction workforce
		Employees
	Action area	Livelihood
		Education
		Healthcare
		Collaboration
		Engagement
Human Rights		
Health & Safety		
Diversion, Equity & Inclusion		
Learning & Growth		
Engagement & Experience		

Governance	Purpose	Protecting the Stakeholders interests
		Trust
	Goal	Responsible Business Conduct
		Accountability
	Impact on	Ethical Business practices
		Risk Management
		Integrity & Transparency
		Responsible Leadership
	Action area	Ethical Decision making
		Integrity and fairness in business dealings
		Robust policies, processes and internal control compliance
		Timely reporting and transparent disclosures
		Board diversity and independence
	Effective management	



6.3 SUSTAINABILITY STRATEGY

The foundation of our Sustainability Strategy is our business-for-greater-good mentality. Six focus areas are part of the comprehensive sustainability strategy, which is organized under the E, S, and G pillars. In our opinion, if ESG concerns are strategically addressed, they can present long-term risks with opportunities for long-term value creation. Our approach gathers a wider range of stakeholders to join us on the journey and assists us in identifying projects that increase our impact.

Act Wisely, Perform Well			
Environment	Decarbonisation	Operations and assets (scope 1,2)	<ul style="list-style-type: none"> Reduce Demand (Active/Passive)
		Product and Supply Chain (scope 3)	<ul style="list-style-type: none"> Reduce, Reuse, Recycle
		Avoided Emissions (scope 4)	<ul style="list-style-type: none"> Green Mobility, Afforestation
	Resilience	Water Resilience	<ul style="list-style-type: none"> Conserve, Preserve, Rejuvenate
		Asset Safety	<ul style="list-style-type: none"> Analyse, Adapt, Recover
Social	Our Stakeholder	Customers & Partners	<ul style="list-style-type: none"> Collaboration and Engagement
		Communities	<ul style="list-style-type: none"> Education & Livelihood, Promoting women in workforce
	Our People	Employees and Workers	<ul style="list-style-type: none"> Learning & Growth Health & well-being, Human Rights
Governance	Predictable & Sustainable Performance	Board Effectiveness	<ul style="list-style-type: none"> Board diversity and independence
		Enterprise Risk Management	<ul style="list-style-type: none"> Identify and mitigate the key material risks
		Transparency	<ul style="list-style-type: none"> Best-in-class reporting, Benchmarking
	Responsibility	Ethical Business Practices	<ul style="list-style-type: none"> Code of Conduct, Integrity, Fairness



7 PRESENTING OUR CAPITALS

7.1 FINANCIAL CAPITAL

“Adding value via Sharp Prioritise Capital Efficiency”

“The ability to manage money well gives us a solid foundation on which to build "An elevated lifestyle" and add value for everybody. We can maximise returns on capital employed by judiciously allocating financial capital across all business sectors”

“Our goal of producing long-term, sustained shareholder value depends on our continued focus on building a solid balance sheet while generating growth”

Performance Highlights

FINANCIAL CAPITAL					
	FY 21	FY 22	FY 23	YOY Growth (%)	
1	Pre-sales (in Crores)	1003.03	1083.04	2023.03	86.7
2	Pre-sale Quantity	777	703	1096	55.9
2	Revenue (in Crores)	1003.03	1083.04	2023.03	86.7
3	Net Debt (in Millions)	7263.1	8300.7	8262.3	
4	Net Worth (in Millions)	15545.7	15607.1	Not updated	

BPTP Financial Statement		
	FY 22	FY 23
	in millions	in millions
Total income	7907.85	5662.93
Total expenses	7697.75	5648.59
Profit/loss before tax	1976.4	256.86
Total tax expense	31.29	299.99

Profit for the year	2007.69	43.13
Total comprehensive income	1993.46	61.39

Value Produced and Dispersed

Utilising our resources and money in the most effective and efficient way is the cornerstone of our financial management strategy. By allocating resources towards enhancing our competencies and optimising returns to shareholders, we guarantee that we are ideally positioned to seize chances for expansion and value generation.

Robust balance sheet to create a sustainable way of living.

Our ability to fulfil our vision of "Constructing an Elevated lifestyle" and generate sustained value for our stakeholders is aided by a solid foundation of financial prudence. The prudent allocation of financial resources across all business divisions and the optimisation of returns for stakeholders and investors are crucial for the enduring and steady expansion of our enterprise. An authentic declaration of our robust brand value and the confidence we have from stakeholders. Customers show a great deal of interest in and adoption of all business portfolio categories. It is a privilege for us to have financing partners who are as focused on long-term, sustainable growth that has a positive social impact.

Value creation: upcoming goals to increase capital

We intend to take advantage of the potential we see in the technology and housing sectors to grow our company dramatically and increase the return on our investment. Increased financial capital accumulation will allow us to further improve the influence we can have on society and our workforce.

Growth-promoting asset-light model

Although creating a low-leverage balance sheet is still our major goal, industry consolidation has given us multiple profitable chances to expand into newer regions in a capital-light way, increasing our long-term return on investment. In terms of effectively managing and optimising the return on our financial capital, we are setting new records. In order to generate long-term value for our investors and other stakeholders, we also maintain a constant focus on integrating our sustainability objectives into our financial value creation process.

Townships to Increase Capital Efficiency with Digital Infrastructure Businesses

Our ^{GRI 201-1} of our brand, and our creative approaches to sales and marketing enable us to generate large quantities of business. Since these townships are being constructed on previously purchased land, we produce sizable, ongoing cash flows that resemble an annuity stream. We may now invest a substantial amount of resources in potential future growth prospects, hence decreasing our need on outside funding.

We will be able to monetize the large land holdings surrounding our townships thanks to the strong growth in this business segment, which will also provide us with significant cash flows to invest in future growth. This will reduce our reliance on outside capital as the monetization of land surrounding our townships, whether through the platform or otherwise, will release significant capital that can be invested in future growth.

7.2 MANUFACTURED CAPITAL

“Worldwide expertise to construct the finest”

“All we do is driven by the goal of ‘Constructing an elevated Lifestyle.’ It motivates us to bring the best advances in the world to India by using global experience”

“Our diverse portfolio of assets includes everything from massive integrated townships with top-notch amenities to luxurious high-rise residences”

We acknowledge that it is our duty as one of India's best real estate companies to favourably influence the country's impending socio-economic progress. Furthermore, we aim to meet India's commitment to attain net-zero emissions by 2040 and have established challenging net-zero goals for all of our emission categories (see our net-zero roadmap).

Our Capital City office is IGBC Platinum Certified under the IGBC New Buildings (NB) Rating. Additionally, we have registered our office under the LEED Building Design and Construction (BD+C) Rating System and the WELL Rating System. The WELL rating system demonstrates our commitment for health and safety, equity and performance.

We think that while living in a developing nation like India, inhabitants may enjoy a top-notch lifestyle thanks to our developments. It facilitates a mentality change that enables citizens and tourists alike to assess the real potential of the nation and, consequently, our capacity to achieve the remarkable.

Our Manufactured Capital is represented by the dynamic universe of our assets and product development operations, and it is closely correlated with other capitals.

We think that real estate development is more than just erecting the figurative four walls, as seen by our two-decade legacy. Our mission, "Constructing an Elevated lifestyle," has inspired us to create some of the best developments in the world in India. Our success in other capitals is greatly impacted by our asset and product development efforts, which constitute our manufactured capital.

Our commitment to reducing emissions through the Science Based Targets Initiatives (SBTi) and our ambitious aim of becoming carbon neutral by 2040 are reflected in the assets we construct. We intend to include all of our offerings under the "Green Certifications" umbrella.

In order to accomplish our sustainability targets, we will need a strong and responsible manufactured capital base in addition to creative technological solutions that will optimise resource utilisation through human innovation and operational efficiencies.

Performance Highlights for the 2023-24

- ✓ Capital City has received IGBC NB Platinum Certification.
- ✓ Total completed area is 187,747 sq.m.
- ✓ Delivered 672 home

MANUFACTURED CAPITAL

We acknowledge the significance of green building practices and are committed to registering 100% of our portfolio under these practices by 2030 to reduce our carbon footprint. We want to bring in your kind consideration that the majority of our projects are Certified/ Pre-certified under credible third-party green building rating systems such as IGBC (Indian Green Building Council).

Our Capital City office is IGBC Platinum Certified under the IGBC New Buildings (NB) Rating. Additionally, we have registered our office under the LEED Building Design and Construction (BD+C) Rating System and the WELL Rating System. The WELL rating system demonstrates our commitment for health and safety, equity and performance.

PROJECT	CERTIFYING BODY	CERTIFICATION TYPE (PLATINUM/GOLD)	AREA (Sqm)
Certified Projects			
Capital City, Noida	IGBC	Platinum	11,392.21
Green Oaks, Ggn	IGBC	Ongoing	62,969.08
Pre-Certified Projects			
Amstoria, Sector 102, Ggn	IGBC		
The Deck, Fbd	IGBC	Gold	7,034.89
Discovery Park, Fbd	IGBC	Gold	1,12,557.79
Park Elite Premium, Fbd	IGBC	Green	71,814.979
Park Generation, Ggn	IGBC	Green	50,276.80
Park Serene, Ggn	IGBC	Silver	56,791.62
Park Spacio, Ggn	IGBC	Green	72,167.08
Park Mansion, Ggn	IGBC	Silver	26,974.21
Park Prime, Ggn	IGBC	Silver	45,808.35
Registered Projects			
DDJAY Sec 81, Fbd	IGBC	Ongoing	42,390.82
DDJAY Sec 81, Fbd	IGBC	Ongoing	52,078.99
DDJAY Sec 81, Fbd	IGBC	Ongoing	53,620.84
DDJAY Sec 84, Fbd	IGBC	Ongoing	47,145.87
Sales Gallery, Fbd	IGBC	Ongoing	1,117.15

Manufactured Capital for FY23

Area Completed (Sq mt)

180050.032

Area under construction (Sq mt)	680650.5
Ready unsold inventory (Sq mt)	99661.82
Under-construction unsold inventory (Sq mt)	44316.97
Total Number of homes delivered (Quantity)	672

Our Portfolio

Our projects can be classified into the following:

- ✓ "For Sale" mostly consists of housing developments across various price points, including luxury, premium, economical and mid-range.
- ✓ Leased commercial buildings for shopping, family entertainment, medical facilities, and office space.
- ✓ An optic fibre backbone is used by digital infrastructure maintenance systems to increase resident security, connectivity, and response. In this segment, over 15.5625 acres of land have been set aside for construction.

What we offer

- ✓ High quality and sustainability
- ✓ Pride of ownership
- ✓ On-time delivery and outstanding service
- ✓ Superior living standards

Our Signature Office Building-CAPITAL CITY

The benefits of a good location are combined with top-notch design components in one BPTP place. It vividly illustrates our dedication to lowering carbon emissions and achieving net-zero through a variety of means. Throughout the entire project lifecycle—from conceptualization to design to construction to operations—the fundamental concepts of Reduce, Reuse, and Recycle are clearly visible.

According to an economic base-case scenario, features like centralised air conditioning, almost all LED lighting, air cavities and aluminium composite panels in external walls, rock wool insulation in partition walls, and double-glazed glass will reduce energy usage by 20.3%. With a high-performance coefficient, the installed chillers provide the ideal temperature while using less energy. In order to match consumption with requirements, every pump in the project has a variable frequency drive, and the motors are likewise of the highest calibre. Our heat recovery systems and air handling units have variable speed drivers installed, which operate on similar principles.

In order to minimise water offtake, we have rainwater collection systems installed, drip irrigation for landscaping, and native plants that need less water. Drought-resistant plants cover approximately thirty percent of the site. All wastewater produced at the location is treated using a 350 KL on-site STP. Water recovered from this facility is utilised for HVAC makeup and gardening irrigation. Low-flow water fixtures let us regulate how much water we use. We have achieved water savings that are 39% greater than the IGBC requirements thanks to this.

Aspects that are sustainable at BTPP

- ✓ Use of sustainably harvested FSC certified wood.
- ✓ Carpets made from recycled denim that are CRI certified and compliant with Environmental Product Declarations (EPD).
- ✓ Paints and adhesive with low volatile organic compounds (VOC).
- ✓ Extensive use of recycled material in construction.
- ✓ Construction materials used for the build phase sourced largely from within the region, reducing emissions and fossil fuel use during transportation.
- ✓ Natural daylight available in more than 76% of regularly occupied spaces.
- ✓ More than 2% of parking spaces have electric charging points stations to encourage the use of electric/hybrid cars.
- ✓ All exterior lights face downward to reduce light pollution.
- ✓ The centralized air conditioning systems use R134A refrigerant to minimize leakage and the resultant on the Ozone layer.
- ✓ MERV13 or EU7 filtration media in all fresh air fan units. Treated fresh air units provided for better indoor air quality.
- ✓ Vehicles used for carpooling are provided preference in parking areas.
- ✓ Prevention of adverse health impacts on residents by the use of eco-friendly housekeeping chemicals.
- ✓ Smoking prohibited in common areas.

A few key elements



EV ready building



Energy efficient glazing for the facade



Improved indoor air quality using active air filtration and use of non-toxic materials



100% water recycling & 50% reduction in potable water use



IGBC platinum certified

Infrastructure Prepared for Digital Age

Our approach to project conception, design, construction, and upkeep is informed by the digital lifestyle of the people who live or work in our projects. Every one of our projects offers 100% fibre-to-the-home internet access, along with wi-fi in key common areas for residents. An optical fibre backbone is used in our projects' security and maintenance systems, which enhances resident response, security, and connectivity. Access control, parking, building administration, CCTV surveillance and analytics, fire warning, and evacuation procedures in elevators and common areas are all integrated into central command centres.

Envisioned Green Building

Green building certificates provide as proof that our structures are planned, built, and managed sustainably. Climate-resilient, they produce less water, use less energy, water, and natural resources, improve biodiversity, and provide healthier living environments with sustainable ventilation, enough daylight, better air quality, and an active lifestyle. For a few of our active projects, we are obtaining green building certifications.

Highlights

We will now have IGBC certifications for "Green Homes, Green Affordable Housing, and Green Residential Societies" for our whole residential portfolio.

For every workplace development, a wellness strategy with a set goal score has been created.

IGBC v4 BD+C:CS Platinum certification, the good rating for green building.

Registered for Global Real Estate Sustainability Benchmarking (GRESB) in CY23.



7.3 NATURAL CAPITAL

“Making the earth a better place for coming years”

“We are committed to carrying on our work towards creating a sustainable future for everybody and proving that growth and emissions can be separated”

“We are dedicated to preserving and enhancing the environment in keeping with our "Constructing an Elevated Lifestyle" plan. Resilience and decarbonisation are the cornerstones of our sustainability plan because of the growing dangers that climate change poses”

Our sustainability initiatives concentrate on reducing the risks associated with climate change by utilising cutting-edge technologies, developing tactical alliances, and optimising processes. By using a holistic approach, we aim to reduce our energy use and emissions while also making a beneficial impact on the areas in which we operate. This helps to create a healthy balance between environmental stewardship and development.

We have taken a number of steps to improve energy efficiency, provide low-carbon solutions, raise the proportion of renewable energy in our energy mix, lower our emissions intensity, and properly manage water resources in order to achieve sustainable growth. These controls are implemented at every stage of the project life cycle and are incorporated into our planning procedures.

Our goal is to provide clients with sustainable homes and offices while also having a good environmental impact.

ENERGY INTENSITY (MWh) AT CAPITAL CITY		
TYPE	FY 22	FY 23
ENERGY FROM GRID	1,237.01	3,407.92
ENERGY FROM DG	586.93	380.30
ENERGY FROM SOLAR PANEL	86.103	86.103
BASELINE CONSUMPTION	1323.55	3820.09
ENERGY SAVINGS	172.63	498.27

Sustainability and the Environment: A Strategy

Infrastructure and buildings have an impact on the environment that may continue for decades. Our goal is to construct in a sustainable manner, guaranteeing a better future for ourselves and future generations. The global shift to a low-carbon future will be greatly aided by the real estate sector. Our goal is to set the example for this shift by proving that growth and emissions can be separated.

Our plan for environmental sustainability is structured on two main pillars, **Resilience** and **Decarbonisation**, and is intended to tackle the pressing issues of the day through specific focal areas.

The creation of resilient and sustainable assets is essential in the dynamic landscape of today, given the increasing threats associated with climate change. Our focus has been on reducing these risks by designing with climate change in mind, utilising cutting-edge technologies, forming strategic alliances, and optimising processes.

As part of our decarbonisation journey, we intend to achieve operational Net Zero (scope 1,2 emissions) by FY24. We also intend to keep working to reduce emissions throughout our supply chain and product usage in order to contribute to the creation of a climate positive ecosystem. By using a holistic approach, we hope to make a beneficial impact on the communities in which we work and promote a peaceful coexistence of environmental stewardship and development.

“We take proactive steps to lessen the effects of these risks and work to create assets that can withstand environmental change”

Resilience

The effects of climate change are beginning to be seen on a global scale; this is especially true in the real estate sector, where there are dangers to businesses and buildings. We work hard to create assets that are resistant to environmental change and take proactive steps to lessen the impact of these risks. Our efforts in this direction include developing buildings with climate change parameters in mind, optimising water usage, and making the switch to green buildings.

Asset Safety – Climate Risk Management




In the medium to long term, climate change will lead to an increase in natural disasters (floods, cyclones, heat stress, water stress, etc.) and a significant effect on homes and commercial buildings. We act to lessen the threat by taking climate risk parameters into account while designing and building our projects.

Water Management Approach and Measures

Having access to safe and clean water is essential. We work to use water resources properly and efficiently as part of our commitment to the UN Sustainable Development Goal of ensuring access to water and sanitation. We use an integrated strategy to make the best use of the water resources available.

Water Sourcing

Construction Sites	Standing Assets	New Construction
<p>The majority of the water used in our construction operations comes from outside sources like tanker services or municipalities. By putting into practice strategies that include using collected rainwater whenever possible and obtaining excess water from permanent sewage treatment plants (STPs) of completed phases of certain master developments, we are currently attempting to reduce reliance on outside sources. We also monitor the intensity of water use during building.</p>	<p>The main supply of water that our facilities use comes from the municipal system. A considerable percentage of our properties are connected to the township or city's STPs and integrated into a bigger master development. Commercial projects frequently require more secondary water than a single STP can handle. In this case, we obtain the excess treated water from the larger projects.</p>	<p>In order to properly treat sewage and waste water and ensure that the treated water is recycled for secondary uses like flushing, irrigation, HVAC make-up, and construction requirements in larger-scale projects, we have implemented STPs in all of our developments. In all of our projects, we have installed rainwater collection infrastructure, which not only improves ground hydrology but also stores water for use in non-monsoon months, protecting this valuable resource.</p>

 Conserve	 Preserve	 Rejuvenate
<ul style="list-style-type: none"> To lower the demand for water, we have put in place a number of strategies, including the use of aerators, pressure-reducing valves, and low flow fixtures. We keep a close eye on how much water we use and collaborate with our stakeholders to encourage water-saving measures. After treating the sewage, we recycle the water for cooling towers, irrigation, and toilet flushing, among other secondary uses. These aid in lowering the need for freshwater, protecting water supplies in the process. We also hold educational courses on water conservation, emphasising the need to save rainfall. 	<ul style="list-style-type: none"> Water must be treated to the highest standards before being released into bodies of water in order to protect the integrity of our natural water resources. To stop tainted water from entering natural water bodies, we install oil interceptors and filtration chambers in our drainage systems. In order to prevent flooding and contamination of our assets and underground reservoirs, we conduct evaluations of the flood risk on them and implement both passive and active mitigation strategies. This protects our communities from the dangers of water-borne illnesses, enabling us to keep our commitment to their health and well-being. 	<ul style="list-style-type: none"> By enhancing the ground hydrology of the location through rainwater collection and groundwater replenishment, we aim to revitalise water supplies. To efficiently use water, we collect and store rainwater runoff from parking lots, rooftops, and other impermeable surfaces. Rainwater is allowed to soak down to the groundwater level through the soil in order to replenish the groundwater table. By encouraging softer landscaping with lots of plants and avoiding heavy concrete in metropolitan areas, we reduce the quantity of runoff. This strategy aids in preserving and upholding the natural ground hydrology.

Performance highlights

Parameters	Units
Total municipal intake	117.48
Total domestic water demand	5.57
Total flushing demand	11.66
Total landscape demand	25.3
Total cooling tower make up	75.71
Total STP capacity	200
Total waste water generated	105.732
Percentage water reused	100%

Decarbonisation

One of the main industries contributing to greenhouse gas emissions worldwide is the real estate sector. We have taken deliberate steps to lower our carbon footprint in all areas of emissions. We employ a comprehensive strategy to reduce our value chain emissions, thereby moving towards the creation of a climate positive ecosystem. This includes low embodied carbon designs, the use of eco-friendly materials, equipment efficiency and passive design measures that reduce demand, and the transition to renewable energy. Our three-pronged approach uses a variety of techniques to reduce our overall energy consumption: switching to cleaner energy sources, sequestering the remaining energy demands, and lowering energy demand through the use of passive design features. Our goal with the BPTP Net Zero Urban Accelerator is to increase resilience, health, affordability, and energy services while optimising the real estate sector's contribution to India's 2040 net-zero emissions target. In order to improve the sustainability impact of the urban real estate ecosystem, the Accelerator will support five categories of initiatives: clean energy, ultra-efficient equipment, passive design, zero-carbon mobility oversight/review, and monitoring process for our low-carbon transition plan.

NET ZERO CARBON ROADMAP			
Emissions Category	Scope 1, 2	Scope 3	
Net Zero targets (SBTi targets)	Accelerated decarbonisation trajectory with a target of getting to Net Zero by 2027	Long term: Emissions reduction pathway aligned with 1.5 °C goal, i.e. achieving net zero by 2050 Short-term: Achieving 51% reduction in Scope 3 emission intensities by 2030	
Key emission categories	Corporate operations and assets	Materials and supply chain	Emissions during the use of product
Strategy/ Initiatives	Scope 1: <ul style="list-style-type: none"> Limiting usage of diesel generators Use of low Global Warming Potential (GWP) refrigerants Investing in high quality REDD+ Carbon Credits Scope 2: <ul style="list-style-type: none"> 100% renewable energy transition through direct purchase of renewable energy or through on-site renewable energy generation Enhancing efficiency by scheduling and optimizing plant, equipment usage, use of high efficiency equipment 	Scope 3 (Upstream): <ul style="list-style-type: none"> Focusing primarily on cement, concrete, steel, aluminium and blockwork related emissions as they constitute the significant portion in the overall embodied carbon of a typical building Using low carbon concrete mixes Promote circularity by reducing material waste and using materials with high recycled content 	Scope 3 (Downstream): <ul style="list-style-type: none"> Climate conscious passive designs with lower overall energy demand Considering efficiency as a first resource Enhancing efficiency by scheduling and optimizing plant, equipment usage, use of high efficiency equipment Preventive maintenance, asset performance monitoring and controls Clean Energy Procurement Multi-Year Plan Engagement with end-users for energy

	<ul style="list-style-type: none"> Preventive maintenance, asset performance monitoring and controls Transitioning to 100% on-site renewable energy generation to involve installation of solar plants on our sites 		efficient behavioural shift
Progress	<p>Anticipating to become operationally Net Zero (scope 1, 2) by FY24</p> <p>Renewable energy transition at 90% of our construction sites and standing assets</p> <p>~1.6MWp of on-site renewable generation capacity</p>	<p>Piloted higher GGBS content cement mix; Planning LC2/3 pilot in FY24</p> <p>Developed central formwork yard to reduce significant Aluminium related emissions</p> <p>Standardising a green materials palette that can be used across projects</p>	<p>Launched BPTP Net Zero Urban Accelerator, in partnership with RMI. Series of initiatives in various stages of development.</p> <p>Partnered with Xynteo on Build Ahead coalition for decarbonizing India's construction sector</p> <p>Secured green certification for >20msqft in FY23</p>

WASTE MANAGEMENT APPROACH AND MEASURES

A key component of our overall sustainability plan is our dedication to ethical trash management. We understand the value of responsible waste management, so we're taking the initiative by stepping up our waste-to-energy effort plan and participating in recycling and garbage management projects. The majority of the garbage produced inside our organization's boundaries originates from our building sites, with a smaller amount originating from our offices and stationary assets. We work with approved organisations and recyclers to handle all relevant waste streams.

By providing waste management infrastructure, such as organic waste management plants and waste collection centres, as well as by organising awareness campaigns about waste segregation, recycling, and the effects of waste on the environment, we also empower the residents of our projects to manage their waste effectively.

Construction Waste

Reduce, Reuse, and Recycle is the 3R Approach that we have implemented for trash management. By our efforts, we lessen the amount of waste that ends up in landfills and we also cut greenhouse gas emissions. By limiting trash output and imposing limits in relevant categories, we are cutting down on waste. By 2025, we want to divert over 50% of all garbage—from the waste produced on our standing assets to the waste produced at each of our development sites—from landfills. Additionally, we prioritise trash segregation and work with organisations to efficiently manage streams of recyclable waste. Furthermore, we support the repurposing of relevant trash in a variety of contexts, including backfilling, completing the rear of the home areas, construction logistics, and temporary offices. We lessen our influence on the environment and add value to waste that would have otherwise been wasted by encouraging the reuse of waste.

Performance highlights

Total Manure Generated: 27,740 kg

Total Waste Recycled: 1,01,470 kg

Total Waste to landfills: 10,516 kg

POLLUTION CONTROL

We have implemented an effective set of pollution control measures at our construction sites that minimise the adverse impact of our operations on the environment.

Land Contamination Prevention	We have built bund walls to collect cement slurry and ensure that spills are contained within authorised zones in order to prevent land contamination. In an effort to save waste and maintain a clean workplace, we have also built a containment zone and sump pit for the concrete pump.
Energy Conservation	Transparent roof sheets have been put on material store roofs in order to enhance natural daylight utilisation, minimise the requirement for artificial lighting, and reduce energy usage overall.
Air pollution control	To make sure that UPPCB/CPCB restrictions are being followed, we hire an outside organisation to periodically check environmental indicators like air sampling, noise emissions, and diesel generator stack emissions.
Dust Emission Control	Understanding how critical it is to reduce dust emissions, we have double-layered 120 GSM monofilament vertical netting in all of our buildings. Dust particles are efficiently captured by this netting, stopping them from dispersing into the surrounding area. In order to reduce dust emissions, we also use water suppression around the site, water sprinklers on grinding surfaces, and water suppression during excavation operations.
Waste Management	We turn non-hazardous food waste into compost manure, which is utilised for on-site gardening to cut down on waste and support environmentally friendly practices. In addition, we have a waste segregation yard with color-coded categories for effective waste management, and we dispose of hazardous material through approved suppliers and in accordance with UPPCB requirements.
Top Soil Preservation	At the locations of our projects, topsoil preservation is important to us. This method aids in preserving soil fertility, halting erosion, and protecting important nutrients.
Noise Pollution Mitigation	Recognising the value of preserving a tranquil setting for the surrounding community and wildlife, we have implemented multiple measures to reduce noise pollution. To absorb sound and reduce noise from building activities and machinery, we have placed acoustic panels surrounding diesel generators and along the project's perimeter. To further cut down on noise emissions, we also smash Mivan wall panels with rubber hammers.
Water Management	We minimise the use of natural water resources by using purified sewage treatment plant water for dust control, gardening, and construction-related tasks.
Community Outreach and Environmental Stewardship	Public roadways are routinely cleaned to reduce dust emissions from constant vehicle traffic. Additionally, in an effort to encourage greener construction sites and enhance the surrounding environment, we organise tree planting drives across our projects.

Awareness Campaigns

Our objective is to establish a sustainable culture that benefits the society at large in addition to our projects. We carry out waste management and segregation workshops and use these strategies in communities. With the help of these initiatives, we hope to educate our community's members on the advantages of recycling and waste reduction while

also arming them with the instruments and materials they need to separate their waste and take part in recycling campaigns.

BPTP is dedicated to enhancing local biodiversity through the plantation of native tree saplings. In a significant effort to green our surroundings, it has planted 300+ native and drought tolerant trees, with a total area of 4209.54 sq.m. This includes 57 Bauhinia blakeana and 90 Grevillea robusta trees, which have been strategically placed near site boundary walls and within site area. These plantations are part of our broader commitment to sustainable development and environmental stewardship.

BIODIVERSITY APPROACH AND MEASURES

Biodiversity has economic, social, and cultural value in addition to its ecological importance. Including biodiversity in residential areas will improve local ecological services, improve the quality of life for people, and help create a more sustainable future.

The list of objectives that will track our progress in protecting biodiversity and serve as a roadmap for carrying out the necessary activities is provided below.

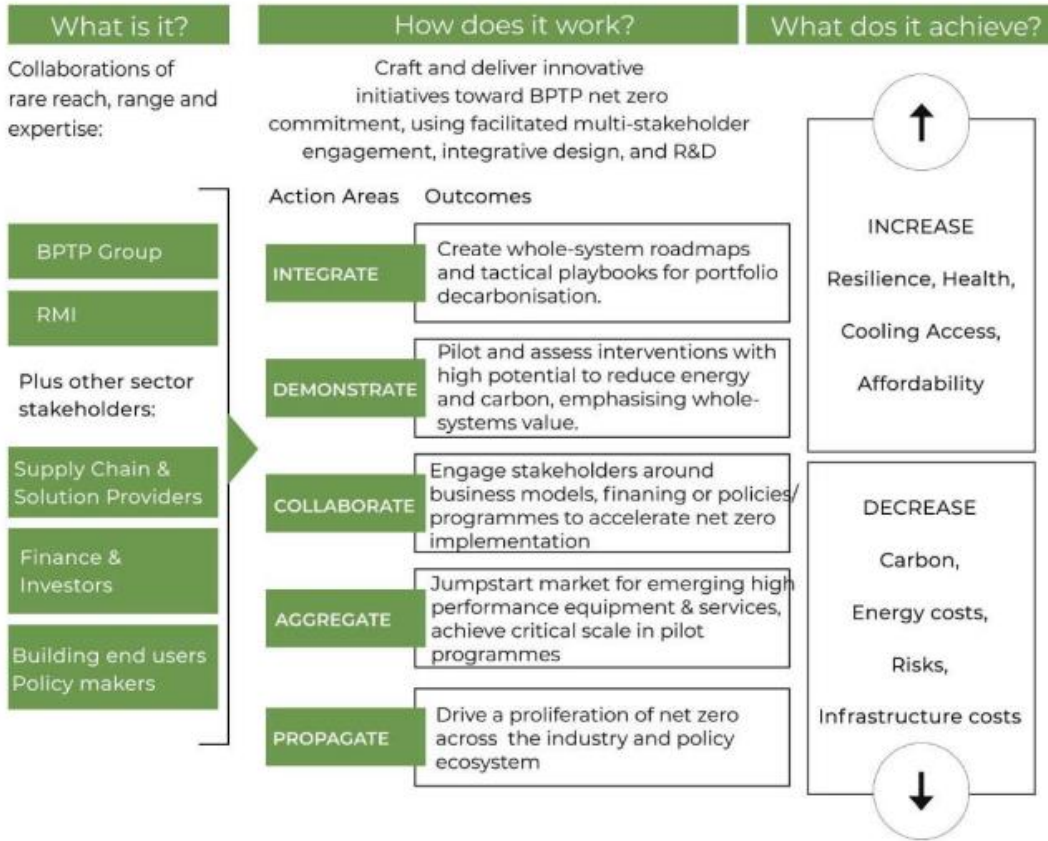


Reduced water consumption for green spaces	Implementation of water conservation measures such as efficient irrigation systems, permeable pavements and low water-consuming native species for plantation.
Improve soil quality for green spaces	Reduce the use of pesticides and fertilizers for plantation and store the natural fertility of the soil for associated flora and fauna.
Create new wildlife habitat features to promote connectivity	Create pathways or corridors that connect natural areas and provide safe passage for wildlife. Provide nesting boxes and other habitats for faunal elements
Increase resident engagement in biodiversity and sustainability initiatives	Educate residents about the importance of biodiversity and how they can contribute to its conservation. Encourage them to participate in community gardening programmes and to plant native species in their own yards.
Support local wildlife habitats and promote biodiversity by increasing native species	Incorporate green roofs, green walls, and other landscaping features that provide habitat for wildlife and promote biodiversity. Use native plant species that are well adapted to the local environment.

BPTP is dedicated to enhancing local biodiversity through the plantation of native tree saplings. In a significant effort to green our surroundings, it has planted 300+ native and drought tolerant trees, with a total area of 4209.54 sq.m. This includes 57 Bauhinia blakeana and 90 Grevillea robusta trees, which have been strategically placed near site boundary walls and within site area. These plantations are part of our broader commitment to sustainable development and environmental stewardship.

TYPE OF PLANT SPECIES	BAUHINIA VARIEGATA
	DATE PALM
	DIANELLA
	FICUS BENJAMINA
	FICUS NITIDA GOLD
	GREVILLEA ROBUSTA
	HAMELIA PATENS
	HIBISCUS
	JASMINUM SAMBAC
	LAGERSTROEMIA INDICA
	PHILODENDRON
	PLUMBAGO
	PLUMERIA ALBA
	RHAPIS EXCELS OR BROADLEAF LADY PALM
TECOMA GAUDICHAUDI	

Net Zero Accelerator



7.4 HUMAN CAPITAL

“Develop the Best. Make the best out of it”

A talented pool of people shapes our capacity to develop the greatest. Through a proactive mindset and unwavering eagerness to overcome obstacles, we are consistently creating the foundation for our success.

We give our staff members the freedom to advance their careers and discover new avenues for personal and professional development. Our sector-leading personnel procedures have produced a setting that is genuinely conducive to innovation.

One of our most important differentiators and most valued stakeholders has always been our workforce. In line with our Employee Value Proposition (EVP) "Develop the Best. Make the most out of it." and our vision of "Constructing an elevated lifestyle," we are committed to providing our employees with a safe, flexible, and inclusive work environment as well as joyful, meaningful, and impactful experiences. Our goal is to create a work atmosphere where our staff members feel motivated, valued, involved, and have possibilities for both professional development and overall well-being.

We Emphasised

Our "We Emphasised" campaigns aim to provide our staff members a sense of importance, respect, and care. Three components make up We Emphasised: **Leadership Connects, Employee Engagement, and Employee Well-Being.**

Employee Engagement

Our efforts to increase employee engagement are intended to create a work environment where workers feel inspired and committed to our group's success. A wide range of engagement initiatives that foster a cohesive, compassionate, and connected workplace culture have been facilitated by us.

Group Gathering

Our yearly team outings have been very beneficial in assisting staff members in decompressing and lowering their level of stress over time, as well as improving inter-team cooperation. These events give managers a stage to inspire staff members, fostering a feeling of purpose and promoting higher levels of productivity at work.

Celebrations and Festivals

At BPTP, celebrations are an essential aspect of daily life. We commemorate holidays, birthdays, and other significant personal and professional occasions together. These get-togethers provide staff members a chance to bond and inspire one another to work harder.

Employee Well-being

We work hard to guarantee our employees' physical, emotional, and financial well-being as well as a healthy work-life balance. We've put in place a number of programmes and guidelines to guarantee the overall wellbeing of our workers.

Leadership Connects

Through this programme, our leaders can meet with staff members in formal and informal settings to give coaching and mentoring.

Coffee with MD

Every quarter, all workers participate in an on-site interactive session where our MD and CEO present their vision, goals, and business updates. Employees are also given the chance to express their opinions and experiences.

Leadership Speaks

Employees can discuss a wide range of subjects, including career planning, continuous learning, culture, and many more, with the leadership team at the monthly interactive session.

Skip-a-Level

Employees have the chance to meet with the boss's manager during these meetings to discuss work-related issues in an open and honest setting.

Town-halls

We have team meetings and departmental town halls on a regular basis, during which leaders give significant updates and future roadmaps. This has aided in our teams' alignment and efficient communication.

PEOPLE DATA					
Our Workforce					
Headcount		2020-2021	2021-2022	2022-2023	2023-2024
		%	%	%	%
Headcount	Organization	BPTP	BPTP	BPTP	BPTP
	Permanent Employees	468	478	591	668
	Other than permanent employees	230	248	256	208
	Less than 30 years	59	61	72	96
	Between 30 - 50 years	355	367	454	507

Permanent employees by age-group	More than 50 years	54	50	65	65	
Permanent employees by management levels	Senior Management	32	37	46	63	GM & Above
	Middle Management	138	157	199	238	Manager to DGM
	Junior Management	298	284	346	368	Below Manager
Permanent employees by gender	Male	423	425	518	560	
	Female	45	53	73	108	
Permanent employees by nationality	Indian	468	478	591	668	
	International	NIL	NIL	NIL	NIL	
Differently-abled permanent employees	Organization	NIL	NIL	1	NIL	
Note: Male & female differently-abled permanent employees in FY 24?						

Talent Acquisition - Permanent Employees						
Hiring	Organization	2021-2022	2020-2021	2022-2023	2023-2024	
		%	%	%	%	
	Organization	BPTP	BPTP	BPTP	BPTP	
Annual Hiring	Internal Movement	NIL	3	2	NIL	
	External Hiring	126	72	180	205	
External Hiring Details		2021-2022	2020-2021	2022-2023	2023-2024	
		%	%	%	%	
External hiring by age- group	Less than 30 years	30	24	46	53	
	Between 30 - 50 years	93	47	128	148	
	More than 50 years	3	1	6	4	
External hiring by management levels	Senior Management	8	NIL	11	15	GM & Above
	Middle Management	46	18	57	67	Manager to DGM
	Junior Management	72	54	112	123	Below Manager

External hiring by gender	Male	103	54	147	155
	Female	23	18	33	50
Talent Attrition - Permanent Employees					
Annual Attrition		2021-2022	2020-2021	2022-2023	2023-2024
		%	%	%	%
Annual Attrition	Organization	BPTP	BPTP	BPTP	
	Voluntary	67	72	110	165
Voluntary Attrition in Age Groups	Less than 30 years	13	14	16	33
	Between 30 - 50 years	50	54	91	127
	More than 50 years	4	4	3	5
Voluntary Attrition in Management Levels	Senior Management	3	6	2	7
	Middle Management	20	20	36	62
	Junior Management	44	46	72	96
Voluntary Attrition in Gender	Male	54	61	96	126
	Female	13	11	14	39
<p>Note:</p> <p>1. Attrition % = (No. of persons who have left the employment of the entity in the FY *100)/Average no. of persons employed in the category</p> <p>2. Average number of persons employed in a category = (Persons employed in the category at the beginning of FY + Persons employed in the category at the end of FY)/2</p>					

GM & Above
 Manager to DGM
 Below Manager

Diversity and Inclusion					
Gender Diversity		2021-2022	2020-2021	2022-2023	2023-2024
		%	%	%	%
Female workforce	Organization	BPTP	BPTP	BPTP	
	Permanent employees	53	45	73	108
Permanent female workforce in Departments	Non-construction departments	22	15	30	25
	Revenue Generation	31	30	43	82
Permanent female workforce in Age Group	Less than 30 years	15	8	20	25
	Between 30 - 50 years	38	37	51	82
	More than 50 years	NIL	NIL	2	1

Sales & CRM

Permanent female workforce in Management Levels	Senior Management	3	NIL	5	7	GM & Above
	Middle Management	8	13	18	29	Manager to DGM
	Junior Management	42	32	50	72	Below Manager
Employees returning post parental leave		2020-2021	2021-2022	2022-2023	2023-2024	
		%	%	%	%	
Organization - Permanent employees	Joined	NA	NA	NA	NA	
	Retained	NA	NA	NA	NA	
Permanent female employees	Joined	NA	NA	NA	NA	
	Retained	NA	NA	2	2	
Permanent male employees	Joined	NA	NA	NA	NA	
	Retained	NA	NA	NA	NA	
Gender pay parity		2021-2022	2020-2021	2022-2023	2023-2024	
		Ratio	Ratio	Ratio	Ratio	
	Senior Management	0%	5%	7%	8%	
	Middle Management	11%	5%	10%	14%	
	Junior Management	12%	17%	16%	25%	
Note:						
1. Gender pay parity: Ratio of Total Remuneration of Women to Men						
2. Gender Diversity Targets for FY 2027						
a) 25% of women in Total Workforce, b) 44% women in non-construction departments, c) 22% of women in all permanent employees, d) 20% of women in senior management level, e) 25% of women in middle management level, f) 20% of women in junior management level, g) 24% of women in revenue generation functions, h) 6% of women in STEM functions						

Discrimination and Harassment					
Incidents/Complaints		2020-2021	2021-2022	2022-2023	2023-2024
		Number	Number	Number	Number
Harassment/Discrimination Incidents/complaints reported	Sexual	NIL	NIL	NIL	NIL
	Non-Sexual	NIL	NIL	NIL	NIL
Training on Mandatory Policies		2020-2021	2021-2022	2022-2023	2023-2024
		%	%	%	%
	POSH	100%	100%	100%	100%

Coverage - Permanent employees	Code of Conduct	100%	100%	100%	100%	
Note: 1. PPOSH: Prevention of Personal and/or Sexual Harassment at workplace 2. The Code of Conduct was launched in the Year 2019						
Employee Engagement						
NPS (Net Promoter Score)		2021-2022	2020-2021	2022-2023	2023-2024	
		NPS	NPS	NPS	NPS	
Current employees	Organization	BPTP	BPTP	BPTP	BPTP	
Current employees - by tenure at BPTP	Less than 1 year	103	58	147	144	
	Between 1.1 - 2 years	41	40	64	93	
	Between 2.1 - 5 years	87	93	64	80	
	Between 5 - 10 years	66	69	76	71	
	More than 10 years	112	92	113	115	
Current employees - by management level	Senior Management	34	24	40	56	GM & Above
	Middle Management	136	105	158	176	Manager to DGM
	Junior Management	239	223	266	271	Below Manager
Current employees - by age group	Less than 30 years	43	41	56	63	
	30 - 50 years	320	271	351	380	
	More than 50 years	46	40	57	60	
Current employees - by gender	Male	369	322	407	434	
	Female	40	30	57	69	
Freedom of Association						
		2021-2022	2020-2021	2022-2023	2023-2024	
		%	%	%	%	
Employees represented by an independent trade union or covered by collective bargaining agreements	Organization	nil	nil	nil	nil	

7.5 SOCIAL & RELATIONSHIP CAPITAL

“Creating an Equitable and Sustainable Future for All”

For us, the first step in "Constructing an elevated lifestyle" is establishing closer ties with all parties involved, which are based on the fundamental principles of respect, trust, and openness.

By having a good effect on society as a whole and securing the future of India's youth, our measures to empower women also help to build the nation.

Through a variety of programmes that benefit our external stakeholders, including supply chain partners, customers, and the local community, we make a significant effect in the areas of women's empowerment, education, health, and well-being.

By making investments in top-notch education and supporting talent, we are dedicated to preserving our nation's opportunities, both now and in the future, especially for kids, young people, and future generations. We also believe that this is our responsibility as responsible corporate citizens.

Everything we do, from our customer service initiatives to our community participation projects, demonstrates our devotion. We think that by focusing more on the social and environmental effects, we can build a more just and sustainable future for everybody.

For the year 2023, the total fund allocated for our CSR activities is Rs 85,31,000 with an obligation of Rs 74,36,000 amount to be spent in pursuance with Section 135 of the company Act 2013.

Road Development

We have undertaken significant road development projects around our operational areas in Faridabad for the year 2022-23. These projects aim to improve infrastructure, enhance connectivity, and provide safer transportation routes for the local community. The development of these roads is expected to facilitate better access and promote economic activities in the surrounding areas. The total amount allocated and used to develop road is 46 Lakh.

Green Belt Development

To contribute to environmental sustainability, we have focused on developing green belts and around our projects located in sector 70A and 37D of Gurugram from year 2022-24. These green belts not only beautify the area but also help in reducing air pollution, creating a healthier living environment. Our green belt development initiatives include planting trees, maintaining landscaped gardens, and creating recreational spaces for the community. As of March 31st 2024, the total number of trees planted are 3203 and all the trees are surviving.

Support for NGOs

In addition to our infrastructure and environmental initiatives, we are proud to support local non-governmental organizations (NGOs) that strives to make positive environmental and social impact through educational programs and advocates sustainable habitat to create healthier ecosystem. During 2022-23, we have contributed Rs. 10,00,000 to a selected non-profit organization, Nivrutti, assisting them in their efforts to provide healthier ecosystem. Our contributions help in furthering their mission and making a tangible difference in the lives of the economically weaker section of society by providing education beyond academics in Kangra district of Himachal Pradesh.

SOCIAL AND RELATIONSHIP CAPITAL

1	Overall CSR spend approximately (Amount mentioned is for whole company)	74,36,000
2	Net Promotor Score	4.39
3	Road Development	46
4	No. of trees planted	3203
5	Contribution to NGO Nivritti (2022-23)	Rs. 10,00,000
6	Name of the Foundation run by BPTP (if yes, please provide the details)	nil

Project	Amount Sanctioned (In Rs)	Gross Amount Spent (Inclusive of Taxes) (In Rs)	CSR Amount Unspent during the FY2023-24 (In Rs)
For the FY 2023-24			
Existing Project Environment Sustainability Project- Green Belt Development for Sector 70A, Gurugram	58,95,000	58,95,000	Nil
Existing Project Environment Sustainability Project- Green Belt Development for Sector 37D, Gurugram	26,36,000	26,36,000	Nil
Total	85,31,000	85,31,000	Nil
For the FY 2022-23			
Rural Infrastructure Development of Road (Faridabad)	46,00,000	46,00,000	Nil
Environment Sustainability Project- Green Belt Development for Sector 70, Gurugram (60m long road)	95,00,000	16,30,000	78,70,000
Contribution to Nivritti		10,00,000	
Total	1,41,00,000	72,30,000	
Excess to be set off		4,30,000	
Unspent amount transferred to a separate bank account on 30 th April, 2023		64,40,000	

8 RISKS & OPPORTUNITIES

“A Dynamic Business Environment: Handling Uncertainties”

“Our dynamic operating environment presents opportunities as well as a number of risks to the company. To proactively manage important risks, we have established a clearly defined enterprise risk management (ERM) framework”

8.1 RISK MANAGEMENT

Our comprehensive risk management policy, which we have put into place, is the cornerstone of our stable, sustainable growth. The policy encourages a proactive approach to identifying, evaluating, and mitigating any risks that could have an influence on our company. Our methodical and structured approach to risk management offers a precise framework for assessing and reducing possible risks.

In our risk management process, risk monitoring, risk mitigation, and risk reporting are crucial components. We evaluate risks by considering a number of variables, including the impact, likelihood, and efficacy of current controls.

We have established a Risk Management Committee with members of the Board and senior executives to guarantee the effectiveness of our risk management procedures.

8.2 PILLARS OF RISK MANAGEMENT

Evaluation of Business Risk: Recognizing, assessing, and analysing possible risks that could affect a company's profitability.

Evaluate Operational Controls: Assessing the efficacy of established protocols and safeguards to reduce potential hazards related to daily activities.

Adherence to Policy: Making sure that industry standards, external laws, and internal policies are followed in order to reduce risks.

8.3 BPTP RISK MANAGEMENT FRAMEWORK: OBJECTIVES OF RMF

- Manage the risk environment proactively to ensure long-term business growth.
- Provide a dependable and organized procedure for identifying, evaluating, treating, tracking, and reporting business risks.
- Establish a strong, unambiguous framework for all levels of decision-making regarding risk management.
- Pursue ongoing learning and development in order to improve the ERM process.
- Promote and strengthen a culture of risk-taking that works.

8.4 APPROACH TO THE LINE OF DEFENCE

The “Three Lines of Defence” model serves as the foundation for our risk management system.

First line of defence

The business and all employees: Everyone who works for the company, including the leadership group and all employees, is accountable for controlling risks in their operations and making sure that risk management controls are in place.

Second line of defence

Internal Risk Management Committee, internal controls and policies and procedures: By conducting a systematic review of the line functions and activities, the IRMC, along with all internal controls, policies, and procedures, and the DoA, serves as a second line of defence.

Third line of defence

Internal Audit: By consistently reporting on the efficacy and efficiency of internal control procedures and design, the Internal Audit function offers assurance.

The Risk's Description	Adaptive Strategies
Economic uncertainties	
<p>As members of the real estate and housing industries, respectively, we are intimately associated with the nation's overall domestic economy. Geopolitical tensions-related global macro factors that deteriorate and cause a sharp fall in economic growth would be detrimental to consumer confidence and job sentiment. Consequently, this would negatively affect the sales of homes.</p>	<p>Since India's economy is primarily domestic, it is less affected by the slowing global economy. The fact that India is currently driving global growth serves as evidence of this. Furthermore, the housing industry in India is driven by strong structural factors. The industry has the potential to grow three to four times over the next ten years due to increased urbanization, the trend toward nuclear families, improving demography, and rising incomes. Furthermore, the allure of affordable prices implies that the effects of any economic downturn will be mitigated considerably faster.</p>
Regulatory and political uncertainties	
<p>A number of local, state, and federal regulatory agencies must grant their approval before real estate projects can move forward. Our financial performance could be impacted if we are unable to predict modifications to the regulatory environment.</p>	<p>We keep a close eye on the regulatory environment and will not tolerate any non-compliance. On industry issues that affect the economy and industry, we actively collaborate with government agencies, trade associations, and industry bodies.</p>
Talent	
<p>Success in a business that sells to consumers directly depends on the calibre of the talent. We are one of the few real estate firms with an engineering concentration that handles both general contracting and project management in-house. Engineering and related fields like construction management, design, procurement, quality assurance, and so forth employ close to 50% of our workforce. Therefore, our capacity to staff projects or optimize cost structures may be impacted by our inability to draw in and keep the right talent or by attrition that rises above acceptable levels.</p>	<p>Our policies for comprehensive employee retention and recognition, attention to career and leadership development, and employee engagement and care are all part of our commitment. Our employees receive modules for capability development from us, which include internal and external learning sessions, mentoring, and on-the-job training. For our most valuable employees, we have an extensive ESOP program that matches the objectives of the company with those of the staff. These actions assist us in attracting and keeping the best talent from a wide range of industries, including the consumer, engineering, and financial services sectors, in addition to the real estate sector.</p>
Climate change	
<p>Significant financial losses and the inability to carry out and accomplish business objectives could arise from a failure to prepare for the physical and transitional effects brought about by climate change. The following TCFD report contains information on transition and physical risks.</p>	<p>Our goal is to create solutions based on nature for the preservation and sustainable management of ecosystems through our BPTP Net Zero Urban Accelerator. We raise awareness of climate change by implementing improved engagement and communication techniques. To determine how businesses will be impacted by climate change, we perform scenario analysis.</p>
Land acquisition	
<p>The most crucial raw material for our company is land. Our growth may be impacted if there isn't land available in underrepresented micro markets at a fair price.</p>	<p>We own a sizable amount of land spread across several Gurugram, Noida, Faridabad, and New Delhi micro markets. We have also been purchasing land using the capital light JDA model. We are still the go-to partner for landowners looking to maximize the value of their property because of our powerful brand, distinctive sales and marketing skills, and speedy ability to monetarize any land asset. Land proposals</p>

	are continuously assessed by our business development team in a variety of micro markets. Given the industry consolidation, we have a strong and steady pipeline of business development proposals that is only getting stronger.
Concentration risk	
Geographically, our real estate development operations are centred in and around NCR. As a result, we run the risk of being negatively impacted by changes in the economy, regulations, and other areas, as well as by natural disasters in the NCR. These factors could negatively impact our operations, financial situation, and business.	In FY24, we want to reach every micro market in the NCR. In addition, building digital infrastructure, having a sizable rental portfolio, and operating a facilities management company that handles logistics, warehousing, and other services are all part of the plan to diversify operations. The concentration risk will be lessened with the help of these business and regional diversification initiatives.
Information security and cyber risk	
Inadequate information security controls that compromise the confidentiality, integrity, and accessibility of vital data could lead to monetary losses and harm to one's reputation.	<ul style="list-style-type: none"> • Reinforce IT infrastructure to withstand growing digital platform usage and to defend against cybersecurity and information threats. • Constantly keep an eye on network activity; • Constantly teach and prepare staff on cybersecurity

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) REPORT

Our support for the Financial Stability Board's Task Force for Climate-Related Financial Disclosures (TCFD) initiative demonstrates our continued commitment to advancing sustainability. In order to improve openness and accountability in evaluating climate risks and opportunities, the TCFD seeks to establish consistent, voluntary financial disclosures related to climate change. The four main pillars of the disclosures are "Governance, Strategy, Risk Management, and Metrics and Targets."

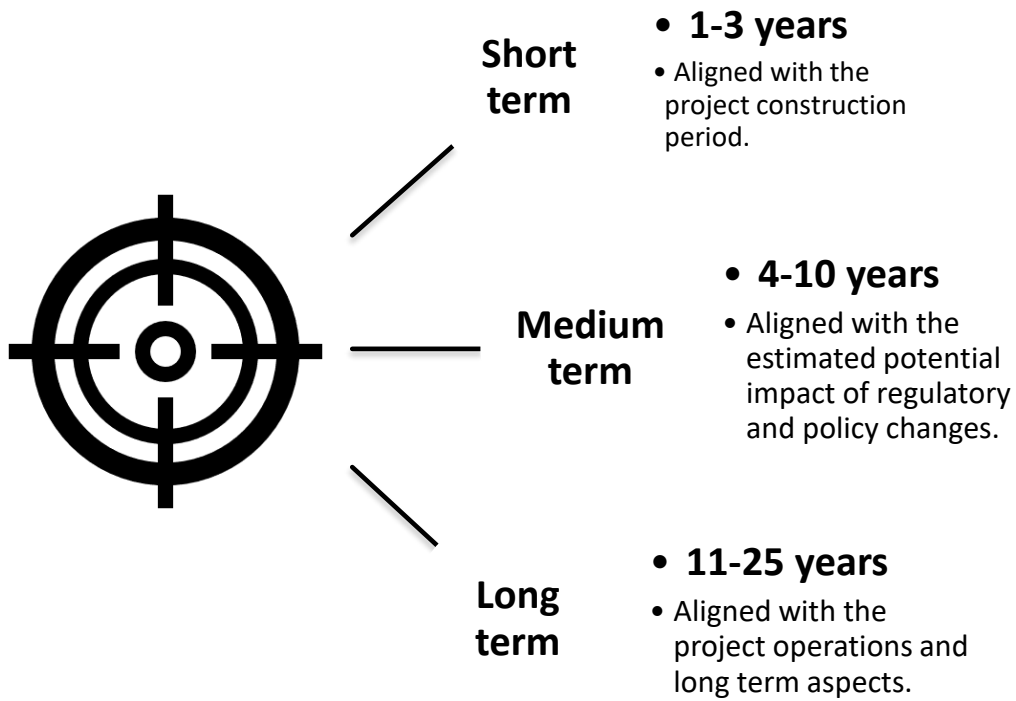
Governance

Our sustainability strategy places a strategic emphasis on climate risks, and as such, we conduct climate risk assessments to determine the potential impact of these risks on our projects and develop risk mitigation strategies. To guarantee that risks and opportunities related to climate change are considered during the project planning phase, climate-related issues are integrated into the project approval process. We are steadfast in our resolve to match our disclosures with the TCFD guidelines, and we will keep improving the way we report on each of the four pillars to make sure that the financial risks and opportunities associated with climate change are incorporated into our long-term business plan.

Our risk management framework is overseen by the Board and the Risk Management Committee. The enterprise risk register, which lists climate change as a material risk, is reported to the Risk Committee every six months, and the committee meets at least twice a year. The management of physical and transitional climate risks is under the purview of the Risk Management Committee. Our ESG committee, which has a wealth of experience and knowledge in sustainability, is in charge of managing our sustainability practices and initiatives. It also evaluates the execution, impact, and progress of our ESG targets and initiatives in order to lessen the potential effects of the risks and opportunities that have been identified.

To ensure a coordinated approach throughout the organization, the corporate sustainability team and project-wise design leads are responsible for integrating and implementing sustainability initiatives. Reports on the short, medium, and long-term goals of climate-related initiatives are given by the Head of Sustainability to the MD and Chairman. Our sustainability initiatives will be held accountable and transparent as a result. The majority of our financial planning is impacted by climate-related risks and opportunities (R&Os), which we assess over short, medium, and long-term financial and strategic time frames.

Strategy



Risks

Physical risks

Acute			Chronic		
Storms	Floods	Cyclones	Sea level rise	Water stress	Heat
Risks		Impact Management (Mitigation and Adaptation)		Metrics	
<p>Short term Health impacts of heat stress, water stress and flooding (water borne diseases and displacement)</p> <p>Medium term Increase in peak energy demand Impact on affordability (energy and water)</p> <p>Long term</p> <ul style="list-style-type: none"> • Disruption of energy, telecom and water supplies • Damage to property and business • Social tensions • Loss of development potential on vulnerable land parcels • Supply chain disruptions. 		<ul style="list-style-type: none"> • Conducted a climate risk assessment by using global climate models and considering IPCC's shared socio-economic pathways (emission scenarios) • Developed a climate risk toolkit for aiding in master planning and development of new land parcels and properties. Toolkits include mitigation measures against potential risks • Robust infrastructure deployment on projects • Energy and water sufficiency roadmaps for large developments 		<ul style="list-style-type: none"> • Project climate risk profile • Reduction in GHG intensities • Increase in renewable energy share • Reduction in water intensities 	



Transition risks

Regulatory Risks		
Risks	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> Enhanced disclosure requirements Renewed codes and standards mandating performance criteria of buildings Increased cost of materials and energy Imposition of carbon taxes, which will be an emerging risk Supply chain impact 	<ul style="list-style-type: none"> Voluntary adoption of Integrated Reporting and GRI aligned disclosures. Advanced voluntary disclosures in line with Business Responsibility and Sustainability Reporting requirements by Securities and Exchange Board of India Adoption of net zero and building performance targets across environmental indicators Adoption of internal carbon pricing Sustainable sourcing policy 	<ul style="list-style-type: none"> Alignment with disclosure frameworks Regulatory compliance
Technology Risks		
Risks	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> Investment needs in construction technologies and associated capital expenditure increase Uncertainties associated with adoption of nascent technologies and evolving technological landscape that will lead to an increase in substitutes with lower emissions 	<ul style="list-style-type: none"> Formation of BPTP Net Zero Urban Accelerator to innovate and test solutions across built environment emission spectrum. Testing technologies in collaboration with industry partners and policy makers thereby limiting the cost impacts. Also helping in market maturation. 	<ul style="list-style-type: none"> Reduction in GHG, Water and Waste intensities Investment in R&D
Reputation Risks		
Risks	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> Erosion in brand value of companies lacking environmental concern Litigation and activism Community disengagement and social license challenges 	<ul style="list-style-type: none"> Top ranking across leading global sustainability benchmarks Stakeholder engagement policy and active engagement on sustainability issues Community impact programmes and strong focus on corporate social responsibility 	<ul style="list-style-type: none"> Global rankings Social impact indicators Customer satisfaction scores
Market Risks		
Risks	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> Change in customer expectations and needs Unwillingness of market to offer a premium for net zero product pathways Supply chain and labour supply challenges 	<ul style="list-style-type: none"> 100% portfolio under the ambit of green certifications Sustainable smart cities that revolutionise urban living and offer better quality of life by promoting a 'live-work-learn-play' environment Long term strategic supply chain partnerships 	<ul style="list-style-type: none"> Strong pre-sales Cumulative sqft of green certified building Talent growth - eNPS



Opportunities

Resource Efficiency	Impact Management (Mitigation and Adaptation)	Metrics
<p>Medium to Long term</p> <ul style="list-style-type: none"> • Cost reduction through circular economy and efficient waste management • Energy savings due to use of efficient equipment and passive design 	<ul style="list-style-type: none"> • Circularity and efficient waste management techniques • Affordable and ultra-affordable homes will be designed and built for thermal comfort with reduced AC requirements • Use of efficient wall and glass for reduction in cooling demand 	<ul style="list-style-type: none"> • Lower embodied carbon footprint • Reduction in raw material costs • Reduction in energy costs
Energy Source	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> • Transition to renewable energy for operational use • Developing option for tenants and residents to switch to RE 	<ul style="list-style-type: none"> • Renewable energy transition in progress • Increase in on-site solar energy generation 	<ul style="list-style-type: none"> • Savings in electricity costs for BPTP and its residents • Reduced operational carbon footprint
Markets and Products & Services	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> • Increased demand for green and sustainable products • Better rental yields and sale premiums • Robust supply chain partnerships • Talent attraction and retention 	<ul style="list-style-type: none"> • 100% portfolio to be green certified in FY24 • Leading the market in eco-sensitive, resilient developments • Building sustainable smart cities • Enhancing engagement with stakeholders to strengthen collective efforts towards achieving net zero 	<ul style="list-style-type: none"> • Cumulative sqft of green certified buildings • CSAT score • Talent growth - eNPS
Resilience	Impact Management (Mitigation and Adaptation)	Metrics
<ul style="list-style-type: none"> • Developing assets that are resilient to physical climate risks • Establishing climate positive ecosystem by creating a low carbon value chain 	<ul style="list-style-type: none"> • Developed a climate risk toolkit for planning and design • Raising awareness among value chain partners and stakeholders to promote sustainable practices • Analysing value chain partners and helping them improve their policies and practices, to ensure a just transition 	<ul style="list-style-type: none"> • Project climate risk profile • Improved performance of VCPs in our sustainability assessments



9 GRI CONTENT INDEX

Statement of use			
GRI 1 used			
GRI Standard title	Disclosure no.	Disclosure name	Section
GRI 2		General Disclosures 2021	
	2-1	Organizational details	Organizational Overview
	2-2	Entities included in the organization's sustainability reporting	Organizational Overview
	2-3	Reporting period, frequency and contact point	Organizational Overview
	2-4	Restatements of information	Natural Capital
	2-5	External assurance	We have not taken external assurance for the reporting year.
	2-6	Activities, value chain and other business relationships	Disclosed in ESG Annual Report
	2-7	Employees	Human capital
	2-8	Workers who are not employees	Human capital
	2-9	Governance structure and composition	Leadership & Governance
	2-10	Nomination and selection of the highest governance body	BPTP leadership Team
	2-11	Chair of the highest governance body	BPTP leadership Team
	2-12	Role of the highest governance body in overseeing the management of impacts	BPTP leadership Team
	2-13	Delegation of responsibility for managing impacts	BPTP leadership Team
	2-14	Role of the highest governance body in sustainability reporting	BPTP leadership Team
	2-15	Conflicts of interest	Disclosed in ESG Annual Report
	2-16	Communication of critical concerns	Our ESG Philosophy
	2-17	Collective knowledge of the highest governance body	BPTP leadership Team
	2-18	Evaluation of the performance of the highest governance body	BPTP leadership Team
	2-19	Remuneration policies	Disclosed in ESG Annual Report
	2-20	Process to determine remuneration	Disclosed in ESG Annual Report

	2-21	Annual total compensation ratio	Disclosed in ESG Annual Report
	2-22	Statement on sustainable development strategy	MD Message
	2-23	Policy commitments	Human capitals
	2-24	Embedding policy commitments	Human capitals
	2-25	Processes to remediate negative impacts	Disclosed in ESG Annual Report
	2-26	Mechanisms for seeking advice and raising concerns	Disclosed in ESG Annual Report
	2-27	Compliance with laws and regulations	Disclosed in ESG Annual Report
	2-28	Membership associations	Disclosed in ESG Annual Report
	2-29	Approach to stakeholder engagement	Stakeholder engagement
	2-30	Collective bargaining agreements	Disclosed in ESG Annual Report
GRI 3		Material topics 2021	
	3-1	Process to determine material topics	Materiality assessment
	3-2	List of material topics	Materiality assessment
	3-3	Management of material topics	Our approach to management each material topic is describe in relevant section of the report.
GRI 201		Economic performance	
	201-1	Direct economic value generated and distributed	Financial capital
	201-2	Financial implications and other risks and opportunities due to climate change	Risk Management
	201-3	Defined benefit plan obligations and other retirement plans	Not Reported
	201-4	Financial assistance received from government	Not Reported
GRI 202		Market presence	
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported
	202-2	Proportion of senior management hired from the local community	Human capital
GRI 203		Indirect economic impacts	
	203-1	Infrastructure investments and services supported	Manufactured capital
	203-2	Significant indirect economic impacts	Social & Relationship capital
GRI 204		Procurement Practices	
	204-1	Proportion of spending on local suppliers	Social & Relationship capital
GRI 205		Anti-corruption	
	205-1	Operations assessed for risks related to corruption	Disclosed in ESG Annual Report

	205-2	Communication and training about anti-corruption policies and procedures	Disclosed in ESG Annual Report
	205-3	Confirmed incidents of corruption and actions taken	Disclosed in ESG Annual Report
GRI 206		Anti-competitive behaviour	
	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Disclosed in ESG Annual Report
GRI 207		Tax	
	207-1	Approach to tax	Not reported
	207-2	Tax governance, control, and risk management	Not reported
	207-3	Stakeholder engagement and management of concerns related to tax	Not reported
GRI 301		Materials	
	301-1	Materials used by weight or volume	Disclosed in ESG Annual Report
	302-2	Recycled input materials used	Disclosed in ESG Annual Report
	303-3	Reclaimed products and their packaging materials	Not applicable as we are real estate company
GRI 302		Energy	
	302-1	Energy consumption within the organization	Disclosed in ESG Annual Report
	302-2	Energy consumption outside of the organization	Disclosed in ESG Annual Report
	302-3	Energy intensity	Natural capital
	302-4	Reduction of energy consumption	Natural capital
GRI 303		Water and effluents	
	303-1	Interactions with water as a shared resource	Natural capital
	303-2	Management of water discharge-related impacts	Natural capital
	303-3	Water withdrawal	Natural capital
	303-4	Water discharge	Natural capital
	303-5	Water consumption	Natural capital
GRI 304		Biodiversity	
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Natural capital
	304-2	Significant impacts of activities, products and services on biodiversity	Natural capital
	304-3	Habitats protected or restored	Natural capital
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Natural capital
GRI 305		Emissions	
	305-1	Direct (Scope 1) GHG emissions	Natural capital
	305-2	Energy indirect (Scope 2) GHG emissions	Natural capital
	305-3	Other indirect (Scope 3) GHG emissions	Information not available. We are currently not disclosing Scope 3

			emission for this reporting year
	305-4	GHG emissions intensity	Natural capital
	305-5	Reduction of GHG emissions	Disclosed in ESG Annual Report
	305-6	Emissions of ozone-depleting substances (ODS)	Not Reported
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Disclosed in ESG Annual Report
GRI 306		Waste	
	306-1	Waste generation and significant waste-related impacts	Natural capital
	306-2	Management of significant waste-related impacts	Natural capital
	306-3	Waste generated	Natural capital
	306-4	Waste diverted from disposal	Natural capital
	306-5	Waste directed to disposal	Natural capital
GRI 308		Supplier Environmental Assessment	
	308-1	New suppliers that were screened using environmental criteria	Disclosed in ESG Annual Report
	308-2	Negative environmental impacts in the supply chain and actions taken	Disclosed in ESG Annual Report
GRI 401		Employment	
	401-1	New employee hires and employee turnover	Human Capital
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital
	401-3	Parental leave	Human Capital
GRI 402		Labor/Management Relations	
	402-1	Minimum notice periods regarding operational changes	Disclosed in ESG Annual Report
GRI 403		Occupational Health and Safety	
	403-1	Occupational health and safety management system	Human Capital
	403-2	Hazard identification, risk assessment, and incident investigation	Disclosed in ESG Annual Report
	403-3	Occupational health services	Disclosed in ESG Annual Report
	403-4	Worker participation, consultation, and communication on occupational health and safety	Human Capital
	403-5	Worker training on occupational health and safety	Human Capital
	403-6	Promotion of worker health	Disclosed in ESG Annual Report
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Disclosed in ESG Annual Report
	403-8	Workers covered by an occupational health and safety management system	Disclosed in ESG Annual Report
	403-9	Work-related injuries	Disclosed in ESG Annual Report
	403-10	Work-related ill health	Disclosed in ESG Annual Report
GRI 404		Training and Education	

	404-1	Average hours of training per year per employee	Human Capital
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital
	404-3	Percentage of employees receiving regular performance and career development reviews	Disclosed in ESG Annual Report
GRI 405		Diversity and Equal Opportunity	
	405-1	Diversity of governance bodies and employees	Human Capital
	405-2	Ratio of basic salary and remuneration of women to men	Not reported
GRI 406		Non-discrimination	
	406-1	Incidents of discrimination and corrective actions taken	Disclosed in ESG Annual Report
GRI 407		Freedom of Association and Collective Bargaining	Disclosed in ESG Annual Report
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Disclosed in ESG Annual Report
GRI 408		Child Labor	
	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Capital
GRI 409		Forced or Compulsory Labor	
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Capital
GRI 410		Security Practices	
	410-1	Security personnel trained in human rights policies or procedures	Not reported
GRI 411		Rights of Indigenous Peoples	Not reported
	411-1	Incidents of violations involving rights of indigenous peoples	Not reported
GRI 413		Local Communities	
	413-1	Operations with local community engagement, impact assessments, and development programs	Social & Relationship Capital
	413-2	Operations with significant actual and potential negative impacts on local communities	Social & Relationship Capital
GRI 414		Supplier Social Assessment	
	414-1	New suppliers that were screened using social criteria	Disclosed in ESG Annual Report
	414-2	Negative social impacts in the supply chain and actions taken	Disclosed in ESG Annual Report
GRI 415		Public Policy	
	415-1	Political contributions	Disclosed in ESG Annual Report
GRI 416		Customer Health and Safety	
	416-1	Assessment of the health and safety impacts of product and service categories	Disclosed in ESG Annual Report
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Disclosed in ESG Annual Report

GRI 417		Marketing and Labeling	
	417-1	Requirements for product and service information and labeling	Disclosed in ESG Annual Report
	417-2	Incidents of non-compliance concerning product and service information and labeling	Disclosed in ESG Annual Report
	417-3	Incidents of non-compliance concerning marketing communications	Disclosed in ESG Annual Report
GRI 418		Customer Privacy	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Disclosed in ESG Annual Report