

DRAFT

Progressing with Purpose: Building Foundations for a Sustainable Tomorrow

Prestige Group

Add Prestige to your life

Sustainability Report FY 2024-25

About the Theme

The theme for this year's Sustainability Report resonates with Prestige Group's evolved ESG vision - one that *transcends intention* but also goes a step further toward *integration*. "Progressing with Purpose" articulates the company's dedication to long-term business growth in step with environmental stewardship, social value, and forward-thinking governance. The theme showcases Prestige's overall approach to development - a perfect blend and balance of eco-conscious urbanisation.

Over the past year, Prestige has strengthened its role in real-estate development by adopting ESG principles across project planning, design, and delivery. Not only has this improved the quality and resilience of what the company delivers, but it has set a benchmark in real-estate sustainability. By achieving exceptional GRESB (Global Real Estate Sustainability Benchmark) scores across the Company portfolio and ensuring best-in-class digital connectivity through WiredScore, Prestige has undoubtedly set the benchmark for responsible and future-ready real estate.

This theme stands firm as both a commitment of what Prestige has accomplished and a reaffirmation of its future vision and enduring in value for generations to come.

About the Report

Prestige Group is pleased to present its second Sustainability Report. The report entails a comprehensive and transparent overview of the Company's ESG strategy, achievements, climate risks & opportunities and material issues highlighted through sections on Governance, Environment and Social sustainability.

Throughout this report, Prestige Group is also referred to as 'Prestige' and 'the Company'.

Reporting Framework

This report has been developed 'with reference' to the Global Reporting Initiative (GRI) 2021 Standards and the United Nations Sustainable Development Goals (UN SDGs). It also refers to the applicable national and local laws, and rules and regulations which have been considered for the calculation and disclosure of environmental, social and safety performance indicators.

Reporting Period, Scope and Boundary

This Sustainability Report covers the financial year from April 1st, 2024 to March 31st, 2025. All data, disclosures, and performance indicators presented correspond to this reporting period, unless stated otherwise. This sustainability report encompasses all of Prestige Group's consolidated operations across India, covering assets and business units at the group level.

Mandatory Reporting Disclosures

Prestige fulfils its mandatory sustainability disclosure requirements, including the timely submission of Business Responsibility and Sustainability Report (BRSR). The Company's BRSR is filed annually, in accordance with Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Board Responsibility

The integrity of the data and information presented in this Report has been reviewed and approved by our Board and Senior Management.

For any query or feedback, please write to properties@prestigeconstructions.com.

Forward-Looking Statement: This report contains forward-looking statements, which are based on assumptions and are exposed to uncertainties. Several factors could cause the actual outcome of these statements to vary. Readers are advised to interpret these statements with awareness, keeping in mind the inherent uncertainties they reflect.

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ESG Performance Highlights

| | | | | | |
|-------------|--|--------|--|------------|--|
| Environment | ISO 14001 <i>Certified</i> | Social | 11 projects <i>WELL Health-Safety Ratings rated</i> | Governance | 7,735.50 <i>crores</i> <i>Total Income</i> |
| | ISO 9001 <i>Certified</i> | | 0% <i>Injury Rate</i> | | 10.7 Years <i>Average</i> <i>Tenure of BoD</i> |
| | ISO 45001 <i>Certified</i> | | 100% <i>Employees</i> <i>trained on</i> <i>ESG</i> | | 8 <i>Board of</i> <i>Directors</i> |
| | 97/100 Score <i>In GRESB</i> <i>(Green Star</i> <i>Rating)</i> | | 143 <i>Employees</i> <i>Trained in AI</i> | | 60% <i>Executive</i> <i>Directors</i> |
| | 4 Projects <i>USGBC Gold</i> <i>Certified</i> | | 1,341 <i>Training</i> <i>Programmes</i> <i>Conducted</i> | | 40% <i>Non-executive</i> <i>Independent</i> <i>Directors</i> |
| | 2 Projects <i>USGBC</i> <i>Platinum</i> <i>Certified</i> | | 33 <i>Employees</i> <i>Trained in</i> <i>Power BI</i> | | 25% <i>Women</i> <i>Directors on</i> <i>the Board</i> |
| | 53% Increase <i>In Total</i> <i>Saplings</i> <i>Planted</i> | | 78% <i>Employee</i> <i>Satisfaction</i> <i>Score</i> | | Zero <i>Cases of</i> <i>Corruption</i> |
| | 82,954 Mwh | | 1,722 | | Zero |

| | | | | | |
|--|---|--|---|--|--|
| | <i>Renewable Energy Consumed</i> | | <i>Hours Spent on Wellness Webinar</i> | | <i>Cases of Anti-competitive Behaviour</i> |
| | 666113 GJ <i>Total Energy consumed</i> | | <i>19% Women in Total Workforce</i> | | Zero <i>Cases of Data Breach</i> |
| | 11507 MT <i>Total Waste Diverted from Disposal</i> | | 5 <i>Differently Abled Employees Employed</i> | | |
| | 69669 tCO₂e <i>Total Scope 1 and 2 Emissions</i> | | 9,524 <i>Total Employees</i> | | |

The Prestige Story

“Shaping urban landscapes over four decades with exceptional commitment to innovation, quality and excellence.”

[Note to Designer: Page Separator]

Note to designer: To be designed creatively with Impactful Text and Icons on Left and associated paragraph on the right.

| | |
|---|---|
| 39+ Years Of Excellence in Real Estate | Over the last four decades, Prestige Group has stood at the forefront of India's real estate landscape, shaping skylines and redefining urban living. The Company has pioneered iconic projects across Residential, Commercial, Hospitality, Retail and Property Management segments and rightly earned the reputation for delivering projects with utmost care and commitment to excellence in design and execution. |
| Leadership that Inspires Growth | Under the strategic guidance of its founder Mr. Razack Sattar, Prestige was founded in 1986. The leadership has fostered a culture of integrity, innovation, and long-term vision—purposefully driving the group's evolution. |
| Strategic Vision | "To continuously exceed the expectations of its clients, customers and employees and imprint an indelible mark across all asset classes Prestige Group ventures into". |
| Commitment to Mission | "To improve customer experiences through futureproofing constant innovation and understanding, with a focus on quality and transparency of processes so that when it comes to Prestige, customers come to expect nothing but the best from us. Every time". |
| Adherence to Core Values | Prestige Group operates with unwavering adherence to its core values— Honesty & Fairness, Customer Centricity, Passion to Excel, People Focus, Corporate Citizenship, Innovation and Inclusivity— ensuring credibility, superior performance, transparent collaboration, responsible creativity, and a disciplined ethos across all endeavours. |
| 302 Projects Successfully Executed | With 302 successfully completed projects and 193 Mn sq.ft under management across major Indian metros, Prestige has pioneered transformative projects—from luxury malls to integrated townships— recognized for design excellence and sustainability. |
| Crafting a sustainable Future | Today, Prestige is shaping the future through forward-thinking, ESG-aligned projects—turning plastic waste into roads, integrating green tech in workplaces, and setting new standards in eco-conscious real estate. |

Shaping What's Next at Prestige

| | | | |
|---|--|-----------------------------------|---|
| 63 Ongoing Projects Across Various Segments | 115 Mn sq. ft. Area Under Development | 67 Projects in Pipeline | 88 Mn sq. ft Developable Area (upcoming) |
|---|--|-----------------------------------|---|

Business Overview

Prestige Group is one of India's leading real estate development companies with a diversified presence across residential, commercial, retail, hospitality, and property management segments. Headquartered in Bengaluru, the Company has expanded its footprint across major Indian cities, delivering a range of high-quality real estate assets that reflect design excellence and operational efficiency.

The company's operations are structured around distinct verticals:

Residential: Encompasses the development and sale of apartments, villas, and plotted developments across various income segments. Prestige's residential portfolio has consistently been a key revenue driver, supported by strong market presence and consumer trust.

Commercial: Involves the development of Grade-A office spaces offered for lease. These properties are designed to meet evolving workplace demands and are leased to prominent Indian and multinational corporations.

Retail: The Group owns and operates retail malls that cater to urban consumers. These properties are strategically located and feature national and international retail brands.

Hospitality: Operated through joint ventures with global hospitality majors, the hospitality segment includes luxury hotels and serviced residences under well-established international brands.

Property Management Services: This vertical provides post-possession support to residents and tenants, including facility management, customer service, and upkeep of common infrastructure, ensuring long-term asset quality.

| | |
|--|-------------------------|
| 7,735.50 crores Total Income | 38.07% EBITDA |
|--|-------------------------|

Pan-India Presence

With a strategic footprint across India's 13 most dynamic cities, Prestige Group is well-positioned to capitalize on the country's evolving growth narrative. These urban centres are vibrant hubs of innovation, industry, education, and tourism. They offer strong demand across residential, commercial, retail, and hospitality sectors. As India's economy continues its upward trajectory, fuelled by demographic shifts and infrastructure expansion, Prestige Group's presence in these key markets enables it to serve diverse customer segments, unlock regional potential, and reinforce its stature as one of the nation's premier real estate developers.

Note to designer: Include an India Map and use a location pin to map the following places:

1. Bengaluru 2. Hyderabad 3. Mumbai 4. Pune 5. Goa 6. Chennai 7. Delhi 8. Noida 9. Kochi
10. Mangaluru 11. Hassan 12. Ooty 13. Kozhikode



Project Launches and Scale of Operations for FY 2024-25

Note to Designer: Use the following table to create the Project list as shown below.

| Completed | Ongoing | Upcoming |
|--|--|--|
| 302 Projects, 193 Mn sq. ft | 63 Projects, 115 Mn sq. ft | 67 Projects, 88 Mn sq. ft |
| Residential 152 Projects 130 Mn sq. ft | Residential 45 Projects 86 Mn sq. ft | Residential 39 Projects 65 Mn sq. ft |
| Commercial 125 Projects 49 Mn sq. ft | Commercial 12 Projects 23 Mn sq. ft | Commercial 7 Projects 8 Mn sq. ft |
| Retail 13 Projects 10 Mn sq. ft | Retail 2 Projects 2 Mn sq. ft | Retail 10 Projects 10 Mn sq. ft |

✓ COMPLETED

302 Projects, 193 mn sft

| | |
|---------------|----------------------------|
| ■ Residential | 152 Projects 130 mn sft |
| ■ Commercial | 125 Projects 49 mn sft |
| ■ Retail | 13 Projects 10 mn sft |

🔄 ONGOING

63 Projects, 115 mn sft



| | |
|---------------|--------------------------|
| ■ Residential | 45 Projects 86 mn sft |
| ■ Commercial | 12 Projects 23 mn sft |
| ■ Retail | 2 Projects 2 mn sft |

📅 UPCOMING

67 Projects, 88 mn sft

| | |
|---------------|--------------------------|
| ■ Residential | 39 Projects 65 mn sft |
| ■ Commercial | 7 Projects 8 mn sft |
| ■ Retail | 10 Projects 10 mn sft |

Performance Ratings Overview

| | |
|---|------------------------------------|
|  | DA1+ "Excellent" Developer Grading |
|  | ICRA A+ "Stable" Rating |

Quality Certifications

| | |
|--------------------------------|--|
| ISO 14001:2015 | Prestige's property management and services are ISO 14001:2015 certified |
| ISO 9001:2015 & ISO 45001:2018 | Prestige's property management and services are ISO 9001:2015 & ISO 45001:2018 certified |

Awards and Industry Associations

Note to Designer: Create a Timeline of Awards (optional to use timeline) and design it creatively.

| Month | Awarding Body | Award Received |
|----------------|---|---|
| March 2024 | CNBC Real Estate Awards- South Zone | Forum Mall Kochi - Best Retail Project |
| | | Prestige Leela Residences - Best Residential Project Ultra Luxury Segment |
| May 2024 | FIABCI Prix D'Excellence Awards | JW Marriott Prestige Golfshire Resort & Spa - Gold Winner under Hotel Category |
| June 2024 | India Chapter of American Concrete Institute | Forum Mall, Kochi - First Place for Midrise Structure |
| August 2024 | Construction World Architect & Builders Award | India's Top Builder 2024 - National Category |
| | CNBC Real Estate Awards - across all 4 zones | Forum Mall Kochi - Best Retail Project |
| | | Prestige Leela Residences - Best Residential Project Ultra Luxury Segment |
| | Hurun India Real Estate 2024 | Most Respected Real Estate Brand of India |
| September 2024 | Construction Week Awards | Prestige Sky Tech - Facade Project of the Year |
| November 2024 | 11th IGBC Green Champion Award | Prestige Group - Green Champion Award, Developer leading the Green Building Movement in India |
| | Images Shopping Centre Awards | Forum South Bangalore - Most Admired Shopping Centre of the year Festival Campaign |

| | | |
|---------------|---|--|
| | | Forum Kochi - Most Admired Shopping Centre of the year Festival Campaign |
| | | Forum Rex Walk - Most Admired Specialty Shopping Centre of the Year |
| | | Forum South Bangalore & Swarovski - Most Admired Mall Tenant Collaboration success stories |
| | CREFM Master Stroke Awards 2024 | Champion of the Year - Facility Management Service Provider |
| December 2024 | Ultra Tech Awards 2024 | Prestige Valley Crest - Outstanding Concrete Structure, Multi-storeyed in Dakshin Kannada, Udupi, Shivamogga and Chickmagalur District |
| January 2025 | The Mysore Horticulture Awards, Republic Day Awards | Prestige Park Drive – 1 st Prize Prestige Kingfisher Towers – 2 nd Prize |
| February 2025 | Department of Horticulture, Government of Telangana | Prestige Orchards - 8th Garden Festival, Landscape Maintained by a Private Company |
| | 7th Edition of Food Connoisseurs | Zarf - Restaurant serving the Best Indian Cuisine Maayaa - Best Luxury Dining Experience Maayaa - Best Restaurant Design |
| | LACP Vision Awards FY 2023-24 | Prestige Estates Private Limited Annual report FY 2023-24 was |

| | | |
|--|--|---|
| | | <p>recognized as one of the Top 100 Reports Worldwide, received Gold Award for excellence in industry for Annual Report and Technical Achievement Award</p> |
|--|--|---|

Prestige Professionals in the Spotlight

| Month | Awarding Body | Award Received |
|---------------|--|---|
| April 2024 | Retailers Association of India | Mr. Irfan Razack, Modern Shopping Centre Pioneer – Forum Malls |
| August 2024 | IIHM Fellow, International Institute of Hotel Management | Ms. Uzma Irfan elected as IIHM Fellow |
| November 2024 | Karnataka Rajyotsava Award from Government of Karnataka | Mr. Irfan Razack, Outstanding Service Award |
| | Commercial Design Awards 2024 | Mr. Irfan Razack – Hall of Fame |
| | | Mr. Irfan Razack - Celebrating Excellence in Sustainable Workplace Design |
| | Top 50 Hotel Awards 2024- Veeba | Mr. Ronan Fearon, General Manager, JW Marriott Prestige Golfshire Resort & Spa - Top 5 GMs (luxury resorts) |
| | Rotary Citation from Rotary International District 3191, Bangalore | Ms. Uzma Irfan, Woman Achiever of the Year Award |

GRESB Recognition

In FY 2024-25, Prestige Group achieved stellar Global Real Estate Sustainability Benchmark (GRESB) scores for its high-rise corporate office developments: The Prestige and BKC 101 in Mumbai, India. The projects achieved a score of 97/100, earning a Green Star rating, highlighting its superior ESG efforts and impact.

| | |
|----------------------------|---|
| Environmental Score: 51/51 | Highlights Prestige's resolve to reducing the Company's environmental footprint through energy efficiency, waste management, and resource conservation. |
| Social Score: 25/25 | Emphasises Prestige's strong engagement with stakeholders and dedication to social responsibility. |
| Governance Score: 21/24 | Demonstrates Prestige's alignment with global governance standards. |

WiredScore Certification

WiredScore certification assesses properties on their ability to provide robust and resilient digital connectivity, and Platinum level is the highest standard awarded globally. Prestige Technostar in Bengaluru, India, achieved WiredScore Platinum certification for its exceptional digital connectivity, marking it as one of the first WiredScore-certified buildings in India.

IGBC Green Champion Award

The Indian Green Building Council honoured Prestige Group with the prestigious Green Champion title for spearheading green-building initiatives across existing and upcoming office parks.

Certifications by USGBC

Prestige achieved certifications from globally recognized green building ratings provider U.S Green Building Council (USGBC).

| |
|--|
| 6 |
| Projects Awarded USGBC Certification in FY 2024-25 |
| 4 |
| Projects Awarded USGBC Gold Certification |
| 2 |
| Prestige Awarded USGBC Platinum Certification |
| 26 |
| Projects Registered for Certification in Upcoming Year |

Membership of Associations

Prestige Group's long-standing relationships and active engagement with industry associations reflect its strong leadership and sound governance practices, reinforcing its reputation as a trusted and responsible real estate developer.

- BCIC (Bangalore Chamber of Industry and Commerce)
- CREDAI (The Confederation of Real Estate Developers' Associations of India)
- CRISIL (Real Estate Developer Grading)
- FIABCI (International Real Estate Federation, India)
- NAREDCO (National Real Estate Development Council)
- CII (Confederation of Indian Industry)
- MCHI (Maharashtra Chamber of Housing Industry)
- FHRAI (The Federation of Hotel and Restaurant Associations of India)
- KEA (Karnataka Employers Association)
- SCAI (Shopping Centre Association of India)

Letter to Stakeholders

Dear Stakeholders,

I hope this message finds you in good health and enduring optimism.

The past year has reaffirmed a vital truth that enduring value lies not just in scale or speed, but in resilience, responsibility, and sustainability. FY 2024–25, though marked by economic headwinds and sectoral shifts, offered us the opportunity to reflect, adapt, and deepen our commitment to building for the long term with purpose and care.

Building Beyond Numbers

While the year witnessed moderate topline growth due to broader market dynamics, we remained focused on creating high-quality developments and strengthening our foundations. Across our residential, commercial, retail, and hospitality verticals, we sustained our pace of launches and completions with a disciplined approach to execution and stakeholder trust.

Projects such as Prestige Nautilus in Mumbai garnered exceptional market response, and we progressed towards our vision of becoming a pan-India real estate leader.

Deepening Our Sustainability Commitment

At Prestige, sustainability is not an auxiliary pillar. It is the central design principle guiding every decision we make. In FY 2024–25, our Environmental, Social, and Governance (ESG) efforts continued to evolve from intention to impact.

Environmental Leadership

We expanded our certified green portfolio and pursued industry-leading benchmarks:

- 1.8 million sq. ft. of completed commercial projects and 13 million sq. ft. spanning commercial and residential spaces.
- 18 projects are WELL pre-certified, and 11 projects are WELL Health-Safety Ratings rated.
- Enhanced implementation of EV-ready infrastructure, solar energy integration, and advanced water stewardship across our developments.

Our approach continues to be anchored in circular economy principles, minimising waste, reusing resources, and reducing our environmental footprint, from design through delivery.

Social Equity and Quality

Our commitment to inclusive growth is reflected in the communities we build and the lives we touch. Through targeted skilling, education, and health initiatives, and under our Integrated Quality Management Framework, we worked to ensure both operational excellence and equitable development outcomes across geographies.

Governance and Transparency

The strength of our governance defines the integrity of our growth. Our ESG Council, under Board supervision, ensured strategic oversight, internal controls, and transparent reporting. The CRISIL DA1+ Developer Grading reaffirmation during the year stands testimony to our operational prudence and institutional reliability.

Looking Forward

As we look ahead to FY 2025–26, we do so with pragmatic optimism. We are set to launch over 44.8 million sq. ft. of new developments, with an estimated Gross Development Value (GDV) of ₹4,21,202 million. Notable among them:

- The Prestige City – Indirapuram, NCR
- Prestige Falcon City Luxe – Bengaluru
- Prestige Horizon Heights – Mumbai
- Prestige Pallavaram Gardens – Chennai

These developments will also help bolster our presence in new strategic geographies. The road ahead is filled with exciting opportunities, and with our strategic vision and operational prowess, we are poised to capture them.

Our Promise

Even as market cycles shift, our values remain constant. I extend my heartfelt gratitude to every member of the Prestige family, employees, customers, partners, and investors, who continue to trust us.

Let us continue to lead with courage, build with conscience, and shape a future that is not only successful but also sustainable.

Irfan Razack

*Chairman & Managing Director
Prestige Group*

Leading with Integrity

“Creating a responsible governance mechanism while building trust and long-term value through ethics and accountability.”



Related Material Topics:

Corporate Governance

Risks and Crisis Management

Supply Chain Management

Business Ethics

Innovation & Technology

[Note to Designer: Page Separator]

Prestige Group upholds a strong foundation of corporate governance, which guides every aspect of the Company’s operations and decision-making. The Company benefits from the leadership of a distinguished Board of Directors, composed of seasoned professionals with deep expertise across diverse industries. Their collective vision and strategic insight are instrumental in steering the Company’s growth trajectory and long-term direction. The Board along with the Senior Management strive to foster long-term stakeholder value through responsible leadership, ethical business conduct, and operational rigor. Integrity, transparency, and accountability are embedded across the organization’s culture, driving compliance with all applicable laws and regulations. Prestige’s approach to governance also prioritizes timely, accurate disclosures and a proactive stance on social and environmental responsibility—ensuring business is conducted with purpose and principle.

Governance Framework

Prestige Group’s governance framework is shaped by three enduring pillars—transparent disclosure, accountability, and stakeholder engagement—each evolving alongside the Company’s journey of growth and trust-building.

Note to designer: Create a Venn diagram or infographic on the “Three Foundational Pillars of Governance at Prestige”: Transparent Disclosure, Accountability and Stakeholder engagement.



Transparent disclosure is a deliberate choice to communicate with clarity and honesty. By sharing insights beyond numbers, Prestige builds confidence among stakeholders who seek both performance and purpose.

Accountability has remained a guiding force through every phase of expansion. From boardroom decisions to on-ground execution, clearly defined responsibilities and a culture of ownership have ensured that commitments translate into credible action.

Rooted in the belief that real estate is ultimately about people, **stakeholder engagement** has become an integral part of how Prestige listens, adapts, and delivers. Whether it’s responding

to customer aspirations, empowering employees, or collaborating with communities, dialogue has paved the way for shared progress.

Governance Policies

To uphold strong corporate governance standards and ensure transparency, accountability, and effective stakeholder engagement, Prestige Group has implemented a set of key policies designed to promote full disclosure and responsible business conduct. These policy documents can be accessed on the Company's [website](#).

Note to designer: Hyperlink 'website' to this link: www.prestigeconstructions.com/our-investors/investors-downloads/pepl-policies

Note to designer: Can be designed creatively

Example:



| |
|---|
| Whistle Blower Policy (Vigil Mechanism) |
| Risk Management Policy |
| Related Party Transactions Policy |
| Corporate Social Responsibility Policy |
| Material Subsidiary Policy |
| Terms of Appointment of Independent Directors |
| Code of Conduct for Independent Directors and Senior Management Personnel |
| Nomination and Remuneration Policy |
| Dividend Distribution Policy |
| Policies under 9 principles of Business Responsibility and Sustainability Report |
| Code of Conduct for Prohibition of Insider Trading |
| Directors Familiarisation Policy |
| Policy on Board Diversity |
| Policy for Preservation of Documents |
| Policy on Disclosure of Material Information/Events |
| Policy on Prevention, Prohibition & Redressal of Sexual Harassment at the Workplace |

Process to Implement Policies

Prestige has established structured processes to ensure effective implementation of its policies. These measures include linking compliance to employee remuneration, setting up dedicated help desks, focal points, ombudsman services, and hotlines. Disciplinary actions such as warnings and dismissals are enforced under a zero-tolerance policy for breaches. Employee performance appraisals incorporate adherence to the company's codes of conduct. Thorough investment due diligence is carried out, and responsibilities, accountabilities, and reporting lines are clearly defined across divisions and group companies. Governance risk-related training is provided to employees, and a robust whistle-blower mechanism is maintained to uphold transparency and accountability.

Governance Structure

The Board of Directors at Prestige Group plays a pivotal role in guiding the Company's strategic direction. While business and financial oversight remain core responsibilities, equal emphasis is placed on upholding robust corporate governance, ethical standards, and environmental and social responsibility.

Acting as a vital link between stakeholders and the organization, the Board ensures transparency and fosters effective communication. To strengthen oversight across key functional areas, the Board has established a set of specialized committees, each tasked with specific mandates. These committees are formally constituted and empowered by the Board to provide focused supervision and address critical matters with diligence.

The Board maintains oversight of committee activities, with each committee chair presenting regular updates and progress reports to ensure alignment with overall business objectives.

The following members of the Board currently comprise Prestige Group's governance leadership, each aligned with their respective committees as outlined below.

Note to designer: Design Impactfully and provide suitable icons for the committees

| Name of the Directors | Designation | Related Committees | Tenure in the Company (Years) |
|-----------------------|------------------------------|---|-------------------------------|
| Mr. Irfan Razack | Chairman & Managing Director | Risk Management Committee – Chairperson Stakeholders Relationship Committee - Member Corporate Social Responsibility - Chairperson | 27.09 |

| | | | |
|------------------------------|----------------------------|--|-------|
| Dr. Rezwan Razack | Joint Managing Director | Risk Management Committee – Member Stakeholders Relationship Committee - Member Corporate Social Responsibility - Member | 27.09 |
| Mr. Noaman Razack | Whole-time Director | Risk Management Committee – Executive Member | 14.02 |
| Ms. Uzma Irfan | Director | Risk Management Committee – Member | 10.04 |
| Ms. Neelam Chhiber | Independent Director | Audit Committee - Member | 5.08 |
| Mr. S N Nagendra | Independent Director | Audit Committee – Chairman Nomination and Remuneration Committee – Member Risk Management Committee – Member Stakeholders Relationship Committee – Chairperson Corporate Social Responsibility Committee – Member | 1.07 |
| Dr. Ravindra Munishwar Mehta | Independent Director | Audit Committee – Member Nomination and Remuneration Committee - Chairperson Risk Management Committee – Member Corporate Social Responsibility Committee – Member | 1.06 |
| Mr. T Srikanth Bhagavat | Non - Executive/Additional | Audit Committee – Member | 0.08 |

| | | | |
|--|----------------------|--|--|
| | Independent Director | Nomination and Remuneration Committee – Member Risk Management Committee – Member | |
|--|----------------------|--|--|

Note: 1) Mr. S.N. Nagendra assumed the role of Audit Committee Member w.e.f July 31, 2024

2) Mr. Ravindra Mehta is Chairman of NRC w.e.f July 31, 2024

Management Team

| | |
|--------------------------------|---|
| Nawabzada Omer Bin Jung | Executive Director - Hospitality |
| Anjum Jung | Executive Director - Interior Designs |
| Zackria Hashim | Executive Director - Land Acquisition |
| Mohmed Zaid Sadiq | Executive Director - Liaison and Hospitality |
| Faiz Rezwan | Executive Director - Contracts and Projects |
| Zayd Noaman | Executive Director - CMD's Office |
| Nayeem Noor | Executive Director - Government Relations |
| T. Arvind Pai | Executive Director – Legal |
| Sana Rezwan | Executive Director- North India |
| Swaroop Anish | Executive Director & CEO Residential Segment & Business Development |
| V. Gopal | Executive Director- Projects and Planning |
| Suresh Singaravelu | Executive Director & CEO Hospitality Segment |
| Lt. Col. Milan Khurana (Retd.) | Executive Director - HR, IT and Admin |
| Jagdeep Singh Marwaha | CEO - Prestige Office Ventures |
| Tariq Ahmed | Executive Director & CEO West India |
| Muhammed Ali | CEO – Retail |
| V.V.B.S. Sarma | Executive Director – Accounts |
| Shivaprasad Naik N | Executive Director – Accounts |
| Javed Shafiq Rao | CEO – Property Management |
| Manoj Krishna J.V. | Company Secretary & Compliance Officer |
| Amit Mor | Chief Financial Officer |

Board Diversity

Prestige Group's Board Diversity Policy highlights the importance of a well-balanced board, bringing together a broad mix of skills, experience, and perspectives essential to effective governance. While merit remains the primary consideration in board appointments, the Company's policies emphasize the value of diverse backgrounds to enhance collective capability. Factors such as professional expertise, industry knowledge, gender, age, cultural insights, and educational qualifications are considered to promote inclusive thinking, innovation, and informed decision-making.

The Board of Directors at Prestige Group has an average tenure of 10.7 years, reflecting a balance of continuity and fresh perspectives. The Board has an average experience of 23.6 years, reflecting an abundance of experience and industry knowledge. Independent directors bring external perspective, impartial oversight, and diverse expertise, enhancing the Board's decision-making and reinforcing strong corporate governance.

Note to Designer: Design these highlights of Board Diversity creatively.

| | |
|------|-------------------------------------|
| 8 | Members of the Board |
| 23.6 | Average Board Experience (Years) |
| 10.7 | Average Board Tenure (Years) |
| 100% | Board Meeting Attendance |
| 60% | Executive Directors |
| 40% | Non-Executive Independent Directors |
| 25% | Women Representation in the Board |

Board Nomination, Remuneration & Performance Evaluation

The appointment of directors and senior management at Prestige Group is overseen by the Nomination and Remuneration Committee, which considers stakeholder interests, diversity, independence, and relevant competencies. The Committee also periodically reviews remuneration structures, with the Board approving fixed and variable pay based on its recommendations. Where applicable, remuneration is ratified by shareholders and regulatory bodies. Retirement provisions align with statutory requirements and company policy, with the Board retaining discretion to extend tenures in line with strategic needs.

Board evaluations are conducted annually through an independent review of individual directors, committees, and the Board as a whole—reinforcing accountability and driving continuous improvement. Based on outcomes, the Board implements measures to enhance effectiveness.

To strengthen governance capabilities, Prestige organizes familiarization programs, leadership forums, and quarterly training sessions, focusing on sustainable development and strategic oversight. Regular updates from senior leadership on economic, environmental, and social performance enable the Board to exercise informed governance. Designated executives oversee these areas, reflecting the Company's commitment to responsible and resilient operations.

324.6

Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)

Anti-Corruption and Anti-Fraud Policy Framework

Prestige Group has instituted strong anti-corruption measures under its Anti-Fraud and Vigilance framework. Key safeguards include due diligence across customers, intermediaries, and employees; robust internal controls; and strict access restrictions to physical and digital assets. Fraud alerts are issued in coordination with business units, enabling timely action. Post-incident reviews ensure lessons are shared across the organization to enhance awareness. The Company reinforces deterrence through clear enforcement and communication, while continuous monitoring of fraud trends and a structured reporting mechanism, via call centre and email, ensure swift escalation and response.

Zero

Cases related to corruption were reported or recorded during FY 2024-25

Business Ethics and Code of Conduct

Prestige Group places strong emphasis on ethical business conduct, recognizing it as fundamental to sustained growth and stakeholder trust. Ethics and integrity are embedded across all levels of the organization, guiding decisions, actions, and relationships. The Company's [Code of Conduct](#), applicable to directors, employees, and associates, sets clear expectations for responsible behaviour, transparency, and accountability.

Prestige fosters a culture of openness, where concerns can be raised without fear of retaliation. The Board reviews the Code periodically to ensure alignment with evolving norms and expectations. A robust, independently managed whistleblowing mechanism is in place, offering 24/7 access for confidential reporting of any suspected misconduct—strengthening transparency and reinforcing a culture rooted in ethics.

Note to designer: Link for text to be hyperlinked - [Code of Conduct](#)

Zero

Legal actions for Anti-Competitive Behaviour, Anti-Trust, and Monopoly practices were identified or undertaken during FY 2024-25

Conflicts of Interest

Prestige Group upholds the highest standards of integrity and transparency by proactively managing conflicts of interest within its governance structure. Directors are obligated to disclose any personal interests during Board meetings, ensuring full accountability and informed decision-making. Situations that may give rise to conflicts, such as cross-directorships, shareholding links with suppliers or stakeholders, influence from controlling shareholders, or related-party transactions, are transparently disclosed to shareholders. This structured approach not only mitigates potential conflicts but also reinforces stakeholder trust in the Company's ethical and responsible business conduct.

Zero

Incidents related to Conflicts of Interest were reported or recorded during FY 2024-25

Whistle Blower Policy

Prestige upholds ethical conduct through a robust Whistleblower Policy that enables reporting of unethical activities without fear of retaliation. The policy clearly defines misconduct and ensures confidentiality, protection for whistleblowers, and fair investigation. All reports are thoroughly reviewed by the Ethics Counsellor or Audit Committee Chairperson, reinforcing the company's commitment to integrity and accountability.

Data Security and Privacy

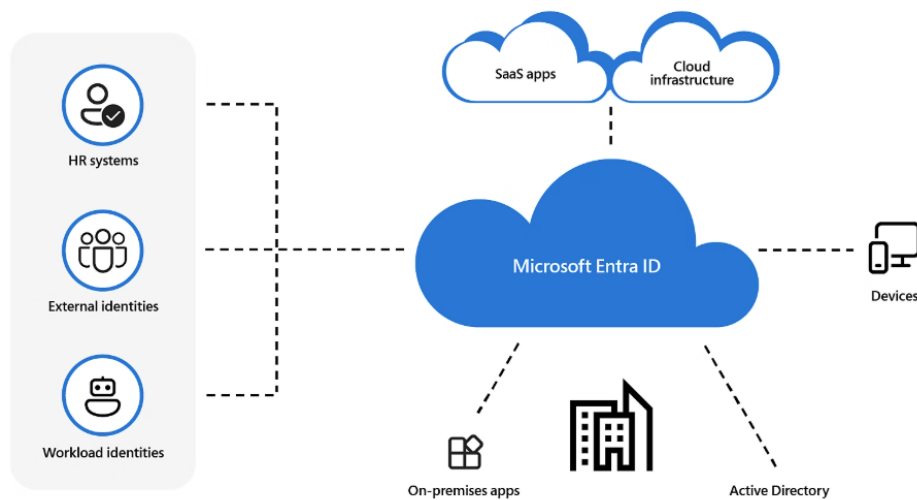
In the previous reporting period, Prestige Group had undertaken various initiatives to secure data protection and privacy parameters in line with ESG and sustainability agenda. Building on this foundation, the Company continues to enhance these efforts by introducing additional layers of oversight and aligning its data management practices with the ISO 27001:2022 framework. Prestige is proud to share the successful achievement of the ISO/IEC 27001:2022 certification, the internationally recognized standard for Information Security Management Systems (ISMS). The framework emphasizes proactive risk assessment, effective mitigation, and ongoing enhancement. Supported by robust policies and controls, it safeguards the confidentiality, availability, and integrity of IT assets, strengthening the organization's resilience against cyber threats.

Zero

Incidents related to data breaches and cybersecurity were reported or recorded during FY 2024-25

Initiatives that have helped strengthen cybersecurity and data resilience include:

- **Implementation of Microsoft Office 365 and Microsoft Entra:** Prestige deployed Office 365 with security tools like Intune, Microsoft Information Protection (MIP), and Data Loss Prevention (DLP) to strengthen identity and data protection. With Microsoft as the Identity Provider and implementation of Single Sign-On (SSO) to minimize password fatigue among users, the Company has streamlined access to corporate applications.

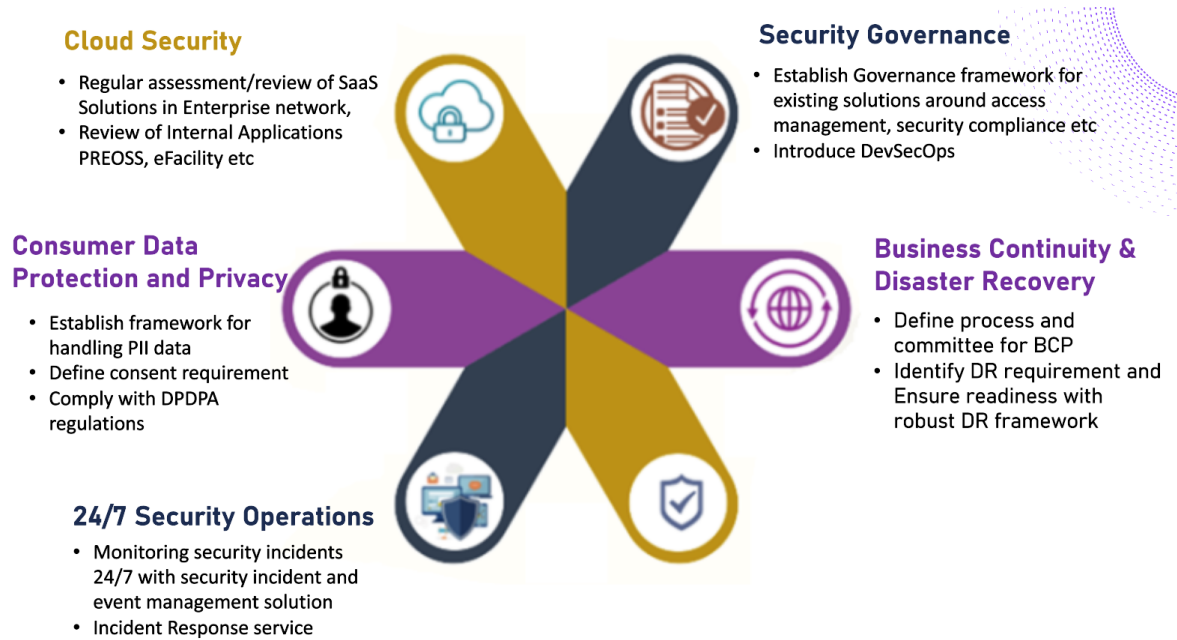


- **Application Security:** As part of the Company's vulnerability assessment initiative, eight internal applications were certified for meeting security standards and showcasing resilience against potential threats.

Note to designer: Can include all 8 certificates mentioned in the Source



- **Employee Cybersecurity Awareness:** The Company launched targeted mailer campaigns and surprise phishing simulations to test and build cyber vigilance. Developed mandatory training modules on Cybersecurity Awareness and Cybersecurity Management for employees.
- **Cybersecurity Gap Analysis and Roadmap:** Conducted a comprehensive cybersecurity gap analysis and risk assessment across the organization. Insights from the assessment have informed the development of a robust Cybersecurity Roadmap to guide future security enhancements.



Risk Management

Prestige faces a variety of risks that can impact its performance and strategic goals. To navigate these challenges, the Company views risk management as a strategic enabler, embedding it across all levels of operations. Risk management forms a core part of Prestige's operational framework, supporting resilience, adaptability, and sustainable growth in the face of varied challenges. The Risk Management Committee plays a central role in formulating and overseeing a comprehensive Risk Management Policy that addresses financial, operational, sectoral, cybersecurity, and ESG-related risks. It ensures the implementation of robust internal controls, business continuity plans, and regular policy reviews to reflect changing industry dynamics.

Prestige's Risk Management Plan is built on comprehensive scenario analysis aimed at ensuring business continuity and operational stability. The plan is subject to periodic reviews and approved by the Risk Management Committee. Key risks and uncertainties that could impact strategic objectives are closely monitored, evaluated, and reported with transparency. Regular risk assessments, including those related to social and governance aspects, are conducted across operations to proactively identify and mitigate potential risks.

Prestige Group conducted climate risk assessments by identifying key transition risk categories—policy, legal, technology, market, and reputation—and evaluating their business and financial impacts. The identified transition risks, such as increased operating costs, capital investments in technology development, and reduced demand for goods and services due to shifts in consumer preferences, were prioritized based on severity. Mitigation strategies were developed to reduce negative effects and leverage opportunities. These transition risks were integrated into the company’s enterprise risk management to ensure ongoing monitoring and response, supporting a shift toward a low-carbon future.

Prestige Group had integrated climate and sustainability risks into its Enterprise Risk Management (ERM) framework, which included four key components: risk identification, assessment, mitigation, and monitoring. Through climate risk assessments, the company identified and evaluated potential risks, aligned mitigation strategies with business goals, and continuously monitored their effectiveness. This integration ensured climate risks were proactively managed, supporting the company’s transition to a low-carbon, sustainable future.

The Risk Management Policy comprises several key components, each carefully structured to strengthen operational resilience and protect stakeholder interests.

- **Risk Identification:** The Policy encompasses a structured approach to identifying potential risks across various aspects of operations, including market fluctuations, regulatory changes, operational uncertainties, and environmental factors. Through comprehensive risk identification mechanisms, Prestige proactively assesses and addresses threats to business continuity.
- **Risk Assessment:** Through rigorous risk assessments, Prestige conducts thorough evaluations to determine the potential impact and likelihood of identified risks. By utilizing both quantitative and qualitative analyses, risks are prioritized based on their severity, facilitating informed decision-making aligned with the Company's strategic objectives.
- **Risk Mitigation:** Prestige implements robust internal controls, diversifies investment portfolios, secures insurance coverage, and develops contingency plans to manage unforeseen events. This multifaceted approach strengthens operational resilience and helps minimize potential disruptions.
- **Monitoring and Review:** Regular assessments and updates are conducted to ensure the effectiveness of risk management strategies. This iterative approach enables the Risk Management Policy to remain agile and responsive to changing risk landscapes, thereby strengthening organizational resilience.

Note to designer: To be presented in a visually elegant format that enhances readability and clarity.

Key Risk Areas and Mitigation Strategies

| Risk Areas | Key Risks | Mitigation Measures |
|---------------------------------|--|---|
| Land Title and Development Risk | Title Disputes and Legal Complications | <ul style="list-style-type: none"> • Conducting detailed land surveys and due diligence • Partnering with creditworthy and legally compliant entities • Ensuring regulatory compliance through expert legal assessments |
| | Third-party Litigation and Encroachments | |
| | Site Layout Challenges: | |
| Market Volatility | Economic Cycles of Recession, Inflation etc | <ul style="list-style-type: none"> • Diversifying assets across geographies and segments • Leveraging market intelligence and economic indicators for strategic planning • Maintaining flexibility in design and offerings to respond to demand shifts |
| | Changing Consumer Preferences | |
| Rising Raw Material Prices | Inflation and Recession Threats: | <ul style="list-style-type: none"> • Supplier diversification and flexible procurement strategies • Leveraging India's relatively stable macroeconomic environment • Supporting local sourcing and backward integration |
| | Geopolitical Tensions and Supply Disruptions | |
| | Currency Volatility and Trade Barriers | |

| | | |
|--------------------------|---|--|
| | | through the "Make in India" initiative |
| Geopolitical Instability | Global Unrest | <ul style="list-style-type: none"> • Leveraging India's economic resilience amidst global instability • Promoting domestic sourcing under the "Atmanirbhar Bharat" initiative • Hedging currency risks, diversifying procurement, and investing in backward integration |
| | Supply Chain Disruptions | |
| | Currency Volatility | |
| Cybersecurity Risk | Vulnerabilities in email and network, endpoint security | <ul style="list-style-type: none"> • Migration to Microsoft Office 365 to strengthen identity security and email encryption • Transition from SAP ECC to SAP S/4HANA Cloud (AWS) for enhanced system resilience • Deployment of Trend Micro antivirus to protect against phishing and malware threats |
| | Business Application and Database Security | |
| Liquidity Risk | Capital Management for Upfront Land Acquisition | <ul style="list-style-type: none"> • Maintaining a low dependency on external funding through a robust business model • Focusing on early financial closure of |
| | Precariousness in NBFC sector | |

| | | |
|--------------|--|--|
| | | <p>projects to unlock capital</p> <ul style="list-style-type: none"> • Diversification of capital sources to ensure financial flexibility and resilience |
| Climate Risk | Extreme Weather Events | <ul style="list-style-type: none"> • Conducting Life Cycle Assessments (LCA) to evaluate the environmental footprint of developments from design to occupancy • Integrating Environmental Due Diligence into project selection and approvals to anticipate and address climate-related vulnerabilities • Performing climate scenario analyses to assess risks under different future climate conditions and formulate adaptation strategies • Enhancing water efficiency and resilience planning through rainwater harvesting, low-flow fixtures, and flood-resilient infrastructure |
| | Water Stress | |
| | Regulatory Shifts & Stricter Environmental Norms | |
| | Transition to Low-Carbon Economy | |

| | | |
|--|--|---|
| | | <ul style="list-style-type: none"> • Strengthening green portfolio through adoption of certified sustainable design standards (e.g., IGBC, EDGE) |
|--|--|---|

ESG Roadmap at Prestige

“Adopting a holistic ESG approach balancing business ambition with environmental stewardship and social equity.”

[Note to Designer: Page Separator]

Prestige’s vision for sustainable development continues to influence every aspect of its business operations. As a leading real estate developer, the Company remains attuned to the evolving expectations of stakeholders and the growing imperative for environmental and social responsibility. From leading unique urban landscape transitions, Prestige is now focused on integrating sustainability more deeply into its core processes, fostering vibrant, inclusive, and future-ready living spaces.

Sustainability Strategy & ESG Objectives

Prestige Group’s sustainability strategy is built on the three foundational pillars of Environmental Stewardship, Social Responsibility, and Governance Excellence. Through its environmental initiatives, the Group prioritizes resource efficiency, energy-conscious design, and sustainable construction practices to minimize its ecological footprint. On the social front, Prestige is committed to creating inclusive, safe, and thriving communities—both within its workforce and across the regions it operates—by investing in employee well-being, safety, and community engagement. Governance forms the third pillar, underpinned by strong ethical practices, transparency, and robust risk management systems that ensure accountability at every level. Together, these pillars form an integrated approach that guides Prestige Group in creating long-term value and shaping responsible urban ecosystems.

Note to Designer: To be designed creatively

| Three Pillars of our Sustainability Strategy | | |
|---|--|---|
| Environmental Stewardship | Social Responsibility | Governance Excellence |
| <ul style="list-style-type: none">• GHG Emissions• Energy Management• Sustainable Construction and Procurement• Climate Change• Water Management• Waste Management | <ul style="list-style-type: none">• Employee well-being and development• Diversity and Inclusion• Customer Satisfaction• Human Rights and Labor Management• Community Engagement | <ul style="list-style-type: none">• Ethical Business Conduct• Corporate Governance• Data Privacy and Security |

ESG Council

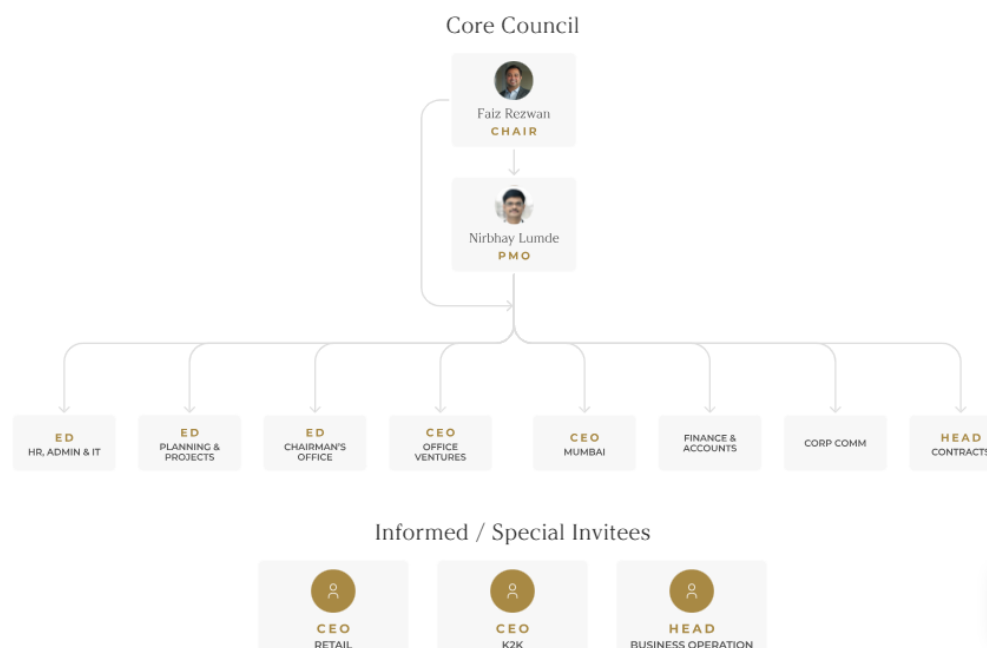
To ensure effective implementation and oversight of ESG initiatives, Prestige Group has established a dedicated ESG governance structure. Its specialized ESG Council provides strategic direction and leadership in driving ESG priorities across the organization. Oversight by the Board of Directors ensures alignment with business objectives and adherence to recognized best practices. Clearly defined roles and responsibilities support the seamless integration of ESG considerations into all aspects of operations.

Objective of the ESG Council: The mandate of the council is to provide strategic direction and leadership on sustainability, stakeholder engagement and risk management. The Council is central to guiding the Company towards understanding and working for environmental and social impact.

Scope of the ESG Council: The council influences decision and oversees

- All aspects of environmental, social, and governance
- Progress made towards established ESG targets
- Tech integration, Budgeting and Communication practices

ESG Governance Structure:



Note to designer: Create a Hierarchy chart as shown in the image. Text to be used:

Core Council

Faiz Rezwan, Chair

Nirbhay Lumde, PMO

ED, HR_Admin & IT

ED, Planning & Projects

ED, Chairman's Office

CEO, Office Ventures
CEO, Mumbai
Finance & Accounts
Corp Comm
HEAD, Contracts
Informed/Special Invitees
CEO, Retail
CEO, K2K
Head, Business Operation

ESG Performance Targets and Performance Evaluations

Prestige is committed to embedding ESG factors into the annual performance targets for the Board of Directors, C-suite level staff/Senior management, Fund/portfolio managers, Asset managers, ESG portfolio manager and Dedicated staff on ESG issues. This integration fosters a culture of accountability and sustainability across all levels of the organization. By making these ESG targets a core component of the Company's compensation structure and incentives, Prestige encourages responsible decision-making, enhancing long-term value creation, and mitigating risks linked to unsustainable practices. Additionally, Prestige outlines the financial implications tied to these objectives, ensuring transparency and understanding through goal sheets and KRAs.

ESG Incident Monitoring and Redressal

Prestige has established comprehensive mechanisms to monitor ESG-related incidents, enabling the timely identification, assessment, and mitigation of potential risks impacting stakeholders. This framework includes the external disclosure of any controversies, misconduct, penalties, incidents, or accidents to ensure transparency and accountability.

Zero

Reported instances of ESG-related incidents, penalties, or investigations during FY 2024-25

Stakeholder Dialogue and Engagement

Stakeholder engagement is a key aspect of Prestige’s sustainability strategy, built on the principles of inclusivity, transparency, and collaboration. Through regular dialogue and consultations, the company actively engages with a wide spectrum of stakeholders including customers, employees, investors, suppliers, NGOs, government bodies, and local communities. It is critical to understand their expectations and integrate their perspectives into decision-making. Prestige fosters meaningful partnerships that go beyond compliance, enabling shared value creation and mutual trust. A robust grievance redressal mechanism ensures timely and transparent resolution of concerns, helping the company remain responsive to evolving priorities and emerging issues.

Prestige has identified the following stakeholder groups and consistently engages with them on areas of mutual interest and concern.

Note to designer: To be presented in a visually elegant format that enhances readability and clarity.











| How We Engage | | | | | |
|---|--|---|---|---|--|
| <ul style="list-style-type: none"> Code of Business Conduct Integrity Helpline CEO communications Regular employee communications Performance management Safety meetings Training and professional development Employee Network Groups Wellness programs | <ul style="list-style-type: none"> Investor presentations and conferences Engagement with analysts and portfolio managers Engagement with investor stewardship teams Annual Shareholder Meeting SEC filings Press releases | <ul style="list-style-type: none"> Supplier Code of Conduct Business partner reviews Sourcing process Contract management Supplier diversity program Supplier audits Supplier recognition awards Strategic partnership management | <ul style="list-style-type: none"> Global, regional and local industry events, forums and conferences Company events and meetings Working groups to advance best practices | <ul style="list-style-type: none"> Websites, news and social media Community investment programs Community engagement and board representation Bridge programs Employment fairs Landowner events Focus groups Community surveys Facility tours Community hotlines | <ul style="list-style-type: none"> Advocacy Policy development Industry and trade association representation Regulatory and permitting compliance Regulatory audits Collaboration on community investment projects Facility tours |



























| Customers | Investors | Employees | Communities | Government / Regulatory Bodies | Vendors/ Suppliers/ Dealers |
|---|--|---|---|---|---|
| Issues and Concerns | | | | | |
| <ul style="list-style-type: none"> • Superior Experience & Customer Centricity • Quality living and workspaces • Competitive Pricing • Strong Brand & Differentiated Offering | <ul style="list-style-type: none"> • Consistent returns on investment • Transparent Disclosures • Ethical business conduct and comprehensive risk management | <ul style="list-style-type: none"> • Inspiring Leadership • Professional Work Culture • Growth & Learning Opportunities • Safe Work Practices | <ul style="list-style-type: none"> • Empowering underserved communities • Improve quality of life through better healthcare • Capacity building for disaster management | <ul style="list-style-type: none"> • Compliance with applicable laws and regulations • Timely reporting through RERA compliance based forms • Active participation in regulatory working groups | <ul style="list-style-type: none"> • Ethical business conduct and fair business practices • Sustainability led growth opportunities • Timely payment • Continued business • Meeting project schedules and quality |
| Engagement Methods | | | | | |
| <ul style="list-style-type: none"> > Sponsored events > Mailers and newsletters > Brochures > Brand campaigns > Sales pitches > Customer visits > Website > Customer satisfaction surveys > Community events > Social media | <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"> > E-mails, one-on one and group meetings > Town hall meetings > Employee engagement initiatives > Cultural events > Training and development workshops > Health initiatives > Performance appraisals | <ul style="list-style-type: none"> > CSR initiatives > Focus on health, education, livelihood and poverty alleviation > Skill development and training workshop > Employee volunteering and Charity Programs > ESG education workshop | <ul style="list-style-type: none"> > Meetings, presentation, reports and networking in different forums organised by regulatory authorities > Mandatory regulatory filings > Periodical submission of business performance > Annual Report > Written communications | <ul style="list-style-type: none"> > Phone, email or in person engagement > Suppliers' meetings, regular meetings, seminars, and workshops > Capacity building and sustainability for suppliers > One on one meetings > Training and awareness drive on |










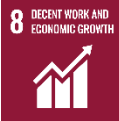


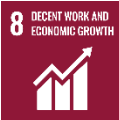


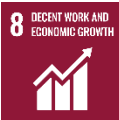



| | | | | | |
|--|--|--|---------------------------------|--|-----------------------|
| | | <ul style="list-style-type: none"> > Grievance redressal mechanisms > HR connect > Project reviews > Offsites > Rewards and recognition > Employee surveys | > Disaster Resilience Workshops | | sustainability topics |
|--|--|--|---------------------------------|--|-----------------------|


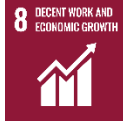


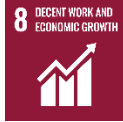

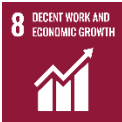











Materiality Assessment

Prestige Group undertook a structured materiality assessment to identify and prioritise sustainability topics most relevant to its operations and stakeholders. The process began with the identification of five key stakeholder groups: employees, shareholders/investors, suppliers, NGOs/NPOs, and advisors/auditors. A stakeholder survey was conducted to understand the perceived impact and relevance of various ESG topics. Based on their responses, topics were analysed and prioritised by assigning different weights to each stakeholder group. The outcome of this exercise led to the identification of 23 material topics, which were mapped into a final materiality matrix to guide the Group's sustainability focus areas.

| Material Issue | | Rationale | Alignment with Sustainable Development Goals (SDGs) |
|----------------|-------------------------------|---|---|
| Environment | Water Management | Efficient water use and conservation are critical for real estate companies to ensure sustainability and reduce operational costs. This involves optimizing water consumption, recycling, and reusing water where possible, and minimizing water waste. |     |
| | Energy & Emissions Management | Managing energy use and reducing emissions are vital for mitigating climate change impacts. This includes using renewable energy sources, enhancing energy efficiency, and minimizing greenhouse gas emissions. |    |
| | Climate Change and Adaptation | Real estate companies must prepare for and adapt to climate change impacts. This involves assessing risks, implementing resilient building designs, and adopting practices that mitigate climate-related damages. |    |

| | | | |
|--------|------------------------------------|--|--|
| | Green Building | Promoting sustainable construction practices and certifications, such as LEED or IGBC, to enhance environmental performance and efficiency of buildings. |     |
| | Waste Management | Efficient waste management practices to minimize waste generation, promote recycling, and ensure proper disposal of waste materials. |      |
| | Resource Conservation & Efficiency | Maximizing the efficient use of resources, including materials, energy, and water, to reduce environmental impacts and operational costs. |    |
| | Biodiversity Conservation | Preserving and enhancing biodiversity within and around properties through habitat protection, restoration projects, and sustainable landscaping practices. |      |
| | Circularity | Embracing circular economy principles by reusing materials, reducing waste, and promoting recycling and upcycling within construction and operational practices. |      |
| Social | Community Engagement | Actively engaging with local communities to ensure projects meet local needs, foster positive relationships, and contribute to social well-being. |     |

| | | |
|------------------------------|--|--|
| Customer Experience | Enhancing customer satisfaction and loyalty through high-quality service, responsive management, and by providing sustainable and comfortable living environments. |   |
| Occupational Health & Safety | Ensuring a safe and healthy working environment for all employees and contractors through rigorous safety standards and practices. |    |
| Product Quality & Safety | Maintaining high standards of quality and safety in construction and operation to ensure safe and reliable buildings for occupants. |    |
| Human Capital Development | Investing in the development and well-being of employees through training, career development opportunities, and employee engagement initiatives. |    |
| Human Rights | Upholding and promoting human rights within the company's operations and supply chain, ensuring fair treatment and working conditions for all. |    |
| Workers and Labor Management | Managing labor practices to ensure fair wages, safe working conditions, and respectful treatment for all workers. |    |
| Privacy and Data Security | Protecting the privacy and data of customers, employees, and partners through robust cybersecurity measures and data protection practices. |   |

| | | | |
|------------|---------------------------------|--|--|
| Governance | Labor Practices | Ensuring ethical and fair labor practices throughout the company's operations and supply chain, including fair wages and safe working conditions. |    |
| | Diversity, Equity and Inclusion | Promoting a diverse, equitable, and inclusive workplace where all employees are valued and have equal opportunities for growth and advancement. |    |
| | Corporate Governance | Ensuring strong corporate governance practices to maintain transparency, accountability, and ethical behavior in all company operations. |    |
| | Risks and Crisis Management | Proactively identifying and managing risks, including financial, operational, and environmental risks, to minimize their impact on the company. |    |
| | Supply Chain Management | Ensuring responsible and sustainable practices within the supply chain, including ethical sourcing, supplier diversity, and minimizing environmental impact. |   |
| | Business Ethics | Upholding the highest standards of ethical behavior in all business practices, ensuring integrity, transparency, and compliance with laws and regulations. |   |
| | Innovation & Technology | Leveraging innovation and technology to enhance operational efficiency, |   |
| | | | |

| | | | |
|--|--|--|--|
| | | sustainability, and customer satisfaction in real estate projects. | |
|--|--|--|--|

Building with Responsibility

“Transforming living spaces by integrating climate-conscious design and minimizing environmental impact”



Related Material Topics:

Water Management

Energy & Emissions Management

Climate Change and Adaptation

Green Building

Waste Management

Resource Conservation & Efficiency

Biodiversity Conservation

Circularity

[Note to Designer: Page Separator]

With climate change, resource depletion, and biodiversity loss accelerating at an alarming pace, the real estate sector stands at a defining moment – one that calls for a fundamental shift in how companies design, build, and operate. With demand in urbanization only growing, it places real-estate companies at the forefront of sustainable technology adoption for greening the construction industry. Prestige recognizes this urgency and has embraced environmentally responsible practices that signal a decisive step toward transformation. From integrating green building design principles and renewable energy to implementing waste recycling systems and securing certifications like LEED and IGBC, the company is actively reducing its environmental footprint. The Company has aligned its practices in energy consumption, water and waste management, and material sourcing with the standards outlined under the ISO 14001:2015 Environmental Management System.

ESG Due Diligence

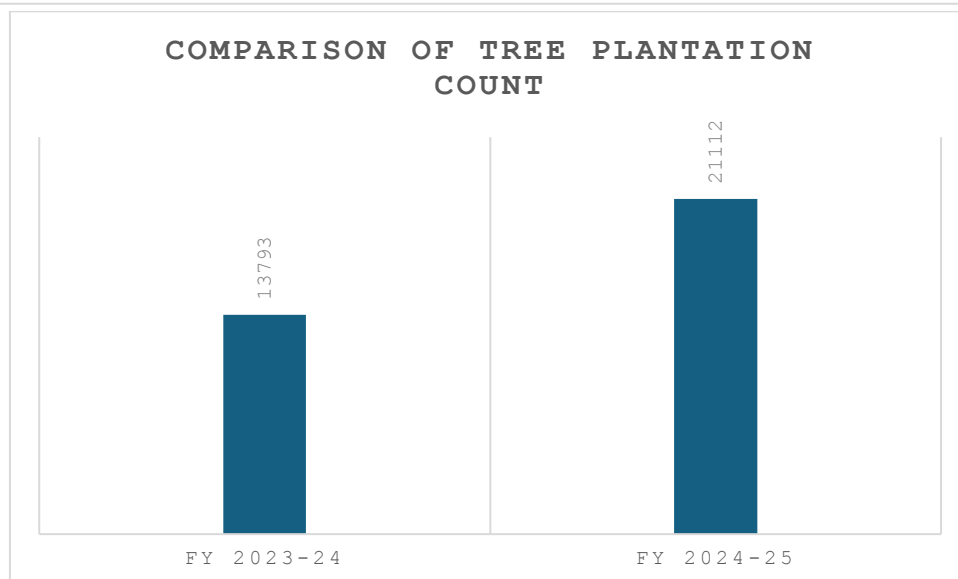
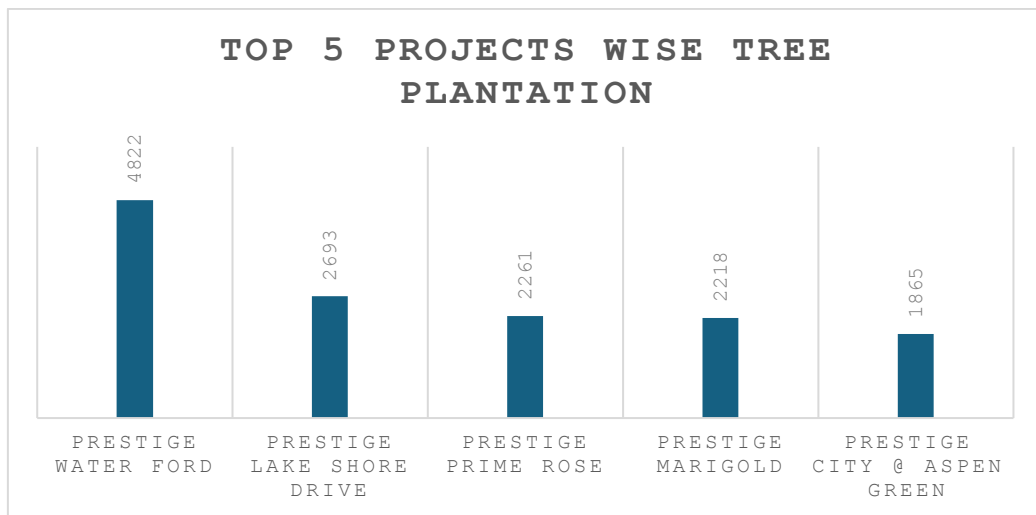
Prestige Group conducts comprehensive ESG due diligence for all its projects through a structured set of measures. These include Environmental Impact Assessments, compliance with green building standards, energy efficiency optimization, responsible resource management, and biodiversity conservation. The Company engages with local communities, carries out community impact assessments prior to project initiation, and prioritizes the health and safety of employees, contractors, and surrounding populations while encouraging local employment. These efforts are reinforced through regular compliance audits, transparent performance reporting, robust ESG policies, third-party assessments, and employee training programs.

Sustainable Construction Practices

Sustainable construction involves creating structures using environmentally responsible and resource-efficient methods across a building's entire lifecycle—from design and construction to operation and renovation. It encompasses sustainable products, practices, processes, and policies, beginning at the design phase and continuing through occupancy. Prestige Group has adopted the following key sustainable construction practices at the Company's projects across the country.

- **Green Building Design:** Prestige Group prioritizes green building design principles across all its projects, with a focus on reducing energy consumption, conserving water, and optimizing resource use. By integrating energy-efficient lighting, water-saving fixtures, and environmentally responsible materials, the Company aims to deliver high environmental performance while maintaining quality and comfort. For instance, Prestige Group is pioneering 3D printing technology in luxury residential development, in collaboration with L&T. 3D printing technology in construction uses a robotic arm to layer a concrete mix with precision, following pre-programmed designs. This innovative approach improves efficiency, reduces resource consumption, minimizes waste and thereby supports Prestige's commitment to advancing construction technology.
- **Renewable Energy Integration:** The Company integrates solar panels and other clean energy technologies across its developments to generate on-site renewable power, reduce dependence on fossil fuels, and lower greenhouse gas emissions.
- **Waste Management and Recycling:** Prestige Group places strong emphasis on effective waste management and recycling across its construction activities. Through efficient waste segregation, reuse of construction materials, and minimizing landfill disposal, the Company seeks to reduce environmental impact and advance circular economy principles in real estate development.

- Biodiversity Conservation:** Preserving and enhancing biodiversity is a key priority for Prestige Group. The Company conducts thorough ecological assessments for its projects and implements measures to safeguard local ecosystems, wildlife habitats, and green spaces. Initiatives such as tree planting, green roofs, and landscaping with native vegetation help ensure that developments coexist harmoniously with nature. The Company noted a 53% increase in the number of saplings planted in FY 2024-25 as compared to FY 2023-24.



- **Community Engagement and Education:** Prestige Group believes in engaging and empowering communities to actively participate in sustainable development. Through initiatives focused on education, health, livelihood, and skill development, along with workshops and outreach programs, the Company raises awareness about environmental sustainability and encourages stakeholders to adopt responsible practices in their everyday lives.
- **Certifications and Standards:** Prestige Group strives to attain industry-leading certifications such as LEED (Leadership in Energy and Environmental Design), IGBC (Indian Green Building Council), and WELL ratings for energy conservation and occupant wellbeing. These certifications serve as credible proof of the Company's commitment to sustainability, offering confidence to customers, investors, and partners. Notably, 90% of Prestige's upcoming office projects are targeting LEED Gold, LEED Platinum, or WELL certification.
- **Integration of EV (Electric Vehicle) Charging Architecture:** Prestige Group is installing EV charging infrastructure across its projects, supporting clean mobility and reducing carbon emissions as part of its commitment to sustainability and innovation.

Note to designer: Design these case studies with relevant pictures from the following links:

[The Tree That Rewrote the Blueprint - Prestige Sterling Square Green Triumph](#)

[Different Approaches Followed by Prestige to Conserve Nature](#)

[The Prestige Mumbai - Leading the Way in Sustainable Commercial Properties](#)

Case Study: Preserving a Legacy Tree at Prestige Sterling Square

During the development of Prestige Sterling Square in Bangalore, the project team encountered a fully grown Gulmohar tree (*Delonix regia*) on site. The management directed the project team to redesign the building around the tree.

This decision introduced structural challenges. An atypically shaped column was engineered to avoid damaging the tree's root system, and special care was taken to prevent disruption during construction. As the building reached the upper floors, the tree's branches obstructed progress. Instead of pruning, a methodical approach was adopted wherein branches were gradually repositioned with the help of local horticulturists.

The decision to retain the tree contributed to long-term environmental benefits and set a precedent for integrating nature into urban development. The completed project, delivered features the tree as a central visual and ecological element, reflecting Prestige Group's early commitment to sustainable design. The experience continues to influence design approaches across the Group's portfolio, especially in terms of biodiversity preservation and tree integration.

Case Study: A Golf Course That Gives Back to Nature

At Prestige Golfshire, located at the base of Nandi Hills, a new apiary initiative reflects this commitment to nature-positive hospitality.

In collaboration with a beekeeping partner, 50 hives were installed across 300 square meters of the golf course and its surroundings. Carefully placed to avoid disrupting golfers, the hives aim to boost biodiversity and support pollination. Within four months, one site yielded 15 litres of rich, locally distinct honey evidence of a thriving colony.

Bees are crucial pollinators for 75% of global crops. Their presence enhances local flora, attracts birds and insects, and fosters healthier ecosystems. Future plans include relocating underperforming hives, upgrading structures, and appointing an in-house beekeeper.

Prestige Golfshire's apiary shows that golf courses can be biodiversity hubs, not just leisure spaces.

Prestige BKC - Setting a New Standard in Sustainable Commercial Spaces

In the heart of Mumbai's commercial hub, Prestige BKC 101 stands as a model for sustainable office development. With a LEED Platinum certification, the project reflects Prestige Group's commitment to environmental stewardship and high-performance green buildings.

Energy Efficiency

Prestige BKC 101 is designed to achieve more than 29% energy savings compared to the ASHRAE 90.1-2010 baseline. This is accomplished through various active and passive design strategies, such as:

- High-Performance Glazing
- Reflective Roofing
- Efficient HVAC Systems
- Renewable Energy

Water Efficiency

Water conservation is another critical aspect of our sustainability strategy. Prestige BKC 101 aims to reduce potable water use by over 50% through:

- Low Flow Fixtures
- Wastewater Recycling
- Advanced Irrigation Systems

Indoor Air Quality

To ensure a healthy indoor environment, Prestige BKC 101 adheres to stringent air quality standards:

- High-Efficiency Filtration using MERV 15 filters
- Utilizing low-VOC (Volatile Organic Compounds) paints, adhesives, and sealants
- Fresh Air Ventilation

Natural Lighting and Biophilic Design

Natural light and biophilic design elements play a crucial role in promoting occupant well-being:

- Enhanced Façade Design Maximizing natural daylight
- Biophilic Design: Incorporating natural elements such as indoor plants, water features, and views of nature

Accessibility and Inclusivity

Prestige BKC 101 is accessible and comfortable for people of all backgrounds and abilities:

- Universal Design
- Bicycle Parking and Amenities

Prestige BKC 101 is more than just an office space. It is a benchmark for sustainable commercial properties in Mumbai. By achieving LEED Platinum certification, the Company has set a new standard for environmental stewardship and social responsibility in the real estate industry.

Emissions Management

Real estate and construction are inherently energy-intensive sectors contributing to considerable direct and indirect greenhouse gas (GHG) emissions—particularly carbon dioxide and methane from fuel use. These emissions present both regulatory and environmental risks. Another aspect of emissions management is in the reduction of embodied carbon. This refers to the carbon dioxide emissions produced during the entire lifecycle of the building material (such as manufacturing, transportation, construction, maintenance and disposal).

Prestige's emission reduction strategies prioritize the following targeted measures to lower the Company's overall climate impact.

- **Emission from Transportation:** To mitigate transportation-related emissions, Prestige Group emphasizes the local sourcing of raw materials, which not only reduces emissions but also supports local suppliers and economies. Enhancing energy efficiency remains a core component of the company's climate strategy.
- **Life-Cycle Assessments (LCA):** The Company aims to strengthen its approach to evaluating the environmental impact of projects throughout their lifecycle—from design through to completion—with a particular focus on reducing embodied carbon. Going forward, the Group will continue to integrate low-carbon design principles and explore material innovations that minimise greenhouse gas emissions associated with material production, transportation, and construction. Planned initiatives include increased use of recycled aggregates for filling, crushed sand, lower-grade concrete, slimmer slabs, fly ash and GGBS as cement substitutes, and optimised formwork. The Group is also looking to expand the use of precast elements for secondary structures and refine structural designs within code-specified efficiency thresholds to further reduce embodied carbon.

| Emissions Management at Prestige FY 2024-25 |
|---|
| 9581 tCO ₂ e |
| Scope 1 Emissions |
| 60088 tCO ₂ e |
| Scope 2 Emissions |
| [] tCO ₂ e* |
| Scope 3 Emissions |
| 0.0000009480 tCO ₂ e / rupee of turnover |
| Emissions Intensity |

*Data gathering under process

Energy Management

Developing and managing real estate requires significant use of natural resources such as timber, water, and electricity, making efficient energy management a critical focus area. At Prestige, energy efficiency is prioritized, especially considering that building occupancy typically accounts for around 90% of a building's total energy use over its lifetime. A key component of Prestige's approach is the implementation of a comprehensive commissioning plan that ensures all building systems—such as air conditioning, ventilation, and lighting—function as intended from the beginning. This proactive strategy supports long-term energy efficiency and performance. Some of the other energy efficiency measures taken by the Company to reduce energy consumption and improve efficiency are outlined below.

- Passive Design Principles:** The Company considers integrating passive design principles that maximize natural light and ventilation, thereby reducing reliance on artificial lighting and mechanical cooling. In addition, they employ building energy management systems to monitor and regulate energy usage. These systems provide real-time data and analytics, enabling timely identification and resolution of inefficiencies to improve overall energy performance.

- **Energy Modeling during Design Phase:** The Company also utilizes advanced energy modeling techniques during the design phase to predict and optimize energy consumption. This approach enables the integration of high-efficiency equipment and appliances into projects from the outset. By adhering to ASHRAE 90.1-2010 standards, it ensures its buildings meet rigorous energy efficiency benchmarks, resulting in reduced operational costs and minimized environmental impact.
- **Post Construction Energy Monitoring:** The Company places significant emphasis on post-construction energy monitoring to ensure that buildings continue to operate efficiently over time. Occupant controls are integrated into building designs, enabling tenants to manage their energy use effectively. Additionally, the adoption of high-efficiency equipment and appliances contributes to further reductions in energy consumption and operational costs. Prestige follows an integrative design process ensuring that each project exceeds applicable energy codes and standards. The company also establishes minimum energy use intensity (EUI) targets for post-occupancy, with the goal of maintaining low energy consumption across the entire lifecycle of the building.

| Energy Management at Prestige FY 2024-25 |
|--|
| 666113 Joules |
| Total Energy Consumption |
| 305817Joules |
| Total Energy Consumed from Renewable Sources |
| 0.0000090635 GJ/Crore |
| Energy Intensity |

Water Conservation & Management

Prestige recognizes that water consumption across business activities can significantly affect the availability and quality of local water resources. Inadequate management and improper discharge can lead to environmental contamination, increased operational costs, and potential legal liabilities. The Company's strategies for better water management are outlined below.

- **Comprehensive Commissioning Plan:** This involves the development and implementation of a comprehensive commissioning plan for all water systems. The plan incorporates design features focused on water conservation and outlines clear requirements for indoor and outdoor water efficiency, process water use, and overall water supply management. Prestige also emphasizes achieving minimum water use intensity post-occupancy through continuous monitoring and analytics.
- **Smart Watering Systems:** To enhance outdoor water efficiency, the Company implements drip and smart irrigation systems and selects drought-tolerant, low-water landscaping. Additionally, high-efficiency and dry fixtures, leak detection systems, and occupant sensors are integrated to minimize water wastage. The Company employs dual flushing systems in plumbing fixtures, enabling users to select between different flush volumes and thereby conserve water. Additionally, flow reducers are installed to lower water flow rates by up to 40% without compromising water pressure, contributing to overall water efficiency in building operations.

- **Rain Water and Treated Water Recycling:** Prestige has implemented rainwater harvesting systems across various project sites to naturally conserve water and reuse it for applications such as flushing, landscaping, basement cleaning, and cooling towers. These systems help reduce dependence on municipal water sources. The Company also integrates on-site wastewater treatment and reuses stormwater and greywater for non-potable purposes. Sewage Treatment Plants (STPs) are installed to recycle water for landscaping, toilet flushing, and dust suppression, ensuring effective treatment and reuse while minimizing the impact on local water resources.

| Water Management at Prestige FY 2024-25 |
|--|
| 133,717 kilolitres |
| Total Water Withdrawn and Consumed |
| 133,717 kilolitres |
| Total Water Discharged |
| 0.0000018194 kilolitre/Rupee of Turnover |
| Water Intensity |

Note - As per CGWA guidelines, the estimated water consumption for all offices is based on an assumption of 45 litres per person, per day (312 days).

Waste Management

Prestige's waste management strategy aligns with the principles of the Circular Economy, emphasizing the reuse, refurbishment, and recycling of materials and products. Transitioning to this model requires rethinking building design and material selection. Key measures adopted by the Company to address the challenges posed by construction waste is outlined below.

- **Segregation and Proper Signage:** On-site, the Company puts out clear and informative signage to guide proper waste management practices and segregation. This is further segregated and managed at a centralized facility. Vendors are identified as part of a buy-back program for items such as Batteries. Hazardous waste such as waste oil from diesel generators, paint, and varnish leftovers, is disposed of through authorized third-party vendors for proper processing. Inorganic non-hazardous waste (such as plastic) is routed for recycling through authorized vendors.

- **Recycling of Construction Waste:** Prestige minimizes construction waste sent to landfills by redirecting recyclable materials to manufacturing units or reusing them at suitable project sites. As part of its construction waste management approach, the company tracks waste metrics using standardized units and maintains consolidated documentation in compliance with LEED requirements.
- **Wet Waste Composting:** Non-hazardous organic waste is composted to reduce methane emissions at the landfills. Furthermore, it is used as fertilizer on project sites for landscape development.

| Waste Management at Prestige FY 2024-25 |
|--|
| 17,669 metric tonnes |
| Total Waste Generated |
| 11,507metric tonnes |
| Total Waste Reused/Recycled |
| 6162 metric tonnes |
| Total Waste Disposed |
| 0.0000002404 metric tonnes/rupee of turnover |
| Waste Intensity |

Note to designer: Use relevant pictures from this link to create case study
[Transforming Plastic Pollution Into Durable Roads by Prestige Group](#)

Case Study: Plastic Waste into Roads

Rapid urbanization and insufficient waste infrastructure compound the issue of plastic pollution, with significant amounts of plastic ending up in landfills and water bodies. Responding to the World Environment Day theme, *#BeatPlasticPollution*, Prestige Group initiated an innovative solution by incorporating shredded plastic waste into road construction within the Great Acres development at The Prestige City, Sarjapur.

This project involved blending processed plastic waste with bitumen following IRC SP-98:2013 guidelines. Through rigorous testing and expert collaboration with Bureau Veritas and Bangalore University, the resulting plastic-bitumen roads demonstrated superior durability and load-bearing capacity. The execution was equally meticulous, with 7.17 km of road laid under controlled conditions, using infrared monitoring and precise compaction techniques. In total, 10.47 metric tons of plastic waste were repurposed—diverted from landfills to form a valuable part of resilient infrastructure. The project not only delivered long-lasting, low-maintenance roads but also reinforced Prestige Group's commitment to circular economy practices. By transforming waste into a resource, this initiative offers a scalable model for sustainable construction.

Inspiring with Inclusion

“Fostering an inclusive people-first culture centred on employee empowerment, stakeholder engagement, and customer satisfaction.”



Related Materiality Topics:

Community Engagement

Customer Experience

Occupational Health & Safety

Product Quality & Safety

Human Capital Development

Human Rights

Workers and Labor Management

Privacy and Data Security

Labor Practices

Diversity, Equity and Inclusion

[Note to Designer: Page Separator]



For Prestige, people are its most valuable asset. The Company nurtures a vibrant and diverse workforce by creating an inclusive environment that empowers individuals to realize their full potential. Prestige prioritizes employee well-being and offers industry-leading benefits to support their professional and personal growth. Employee engagement lies at the core of the company's approach to driving organizational success, fostering a culture built on collaboration, respect, and shared purpose.

Prestige was certified as a Great Place to Work for the period February 2025 to February 2026, reflecting its continued efforts to foster a genuinely positive and inclusive workplace.

Note to designer: Include the Great Place to Work Certification Badge [Prestige Estates Projects Limited](#)

Diversity at Prestige

Prestige believes in setting up the Company's mission, policies, and strategies in a way that creates and encourages an inclusive workplace attracting a diverse pool of talent. The Company respects and supports 'the full spectrum of human differences' be it on the lines of gender ratio, age group distribution, ethnicity, racial diversity, religious beliefs, geographic location considering international background, class, culture, socioeconomic background, physical abilities, etc. The Company believes in covering each dimension of diversity whether it be internal, external, organizational diversity or worldview. Prestige believes in its employees' experience, skills and potential and supports its human capital to help them in making a more meaningful contribution. The Company's diverse pool of talented employees has been an asset, ensuring that as a team Prestige makes sound business and stakeholder choices.

To uphold these values, Prestige has instituted a comprehensive Diversity, Equity, and Inclusion (DEI) Policy that prohibits discrimination and promotes fair treatment. A dedicated team is in place to implement the company's Diversity and Inclusion (D&I) objectives, with oversight and involvement from the Executive Director, ensuring leadership accountability at the highest level.

The Company's recruitment practices emphasize impartiality, employing blind resume screening and diverse interview panels to support equitable hiring. Ongoing diversity and inclusion training is conducted to build awareness and mitigate unconscious bias. In addition, employee resource groups and affinity networks provide crucial support to underrepresented communities.

Special emphasis is placed on creating a safe and supportive environment for women employees, recognizing their significant contributions to organizational strength and competitiveness.

Prestige upholds the principle of equal and fair compensation for all employees, irrespective of gender, ensuring that both men and women receive at least the statutory minimum wage or higher, in alignment with their roles. This comprehensive approach to diversity, equity, and inclusion reinforces a collaborative culture and enables all individuals to realize their full potential—contributing to long-term, sustainable value creation for all stakeholders.

| Employee Count FY 2024-25 | | | | | |
|----------------------------------|---------------|-----------------|------------------------------|-----------------|--------------|
| Particulars | Number (Male) | Number (Female) | Number (Male) | Number (Female) | Total |
| | Board level | | Organization level employees | | |
| Indian employees | 6 | 2 | 7,705 | 1,811 | 9,524 |
| International employees | NA | NA | NA | NA | NA |
| Total Number of employees | 6 | 2 | 7,705 | 1,811 | 9,524 |

| |
|--------------------------------------|
| 5 |
| Differently Abled Employees (Male) |
| 0 |
| Differently Abled Employees (Female) |

| Employee Age Diversity Count FY 2024-25* | | | | |
|--|--------------|--------------|------------|--------------|
| Category | <30 Years | 30-50 Years | >50 Years | Total |
| Board Level | 0 | 1 | 7 | 8 |
| Organization Level Employees | 2,166 | 4,423 | 853 | 7,442 |
| Total Number of Employees | 2,166 | 4,424 | 860 | 7,450 |

| New Employees in FY 2024-25 | | | | | |
|-----------------------------|-----------|-------------|-----------|------|--------|
| Category | <30 Years | 30-50 Years | >50 Years | Male | Female |
| Board Level | 0 | 0 | 1 | 1 | 0 |

| Average Salaries FY 2024-25 (in ₹, Per Month)* | | |
|--|----------------------|------------------------|
| | Average Men Salaries | Average Women Salaries |
| Management level | 2,46,597 | 2,05,063 |
| Junior level | 54,174 | 55,827 |
| Non-Management level | 20,177 | 17,380 |
| Total | 52,970 | 40,631 |

| Indicators (in %age)* | Particulars |
|-----------------------|---|
| 19% | Share of women in total workforce |
| 22% | Share of women in junior management positions, i.e. first level of management |
| 8% | Share of women in management positions in revenue-generating functions |
| 13% | Share of women in all management positions, including junior, middle and top management |
| 3% | Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions |

*Note - The table presents data pertaining to the entities listed below, which form part of the broader Prestige Group - Prestige Estates Projects Limited, Prestige Projects Private Limited, K2K Infrastructure (India) Private Limited, Northland Holding Company Private Limited, Bamboo Hotels and Global Centre (Delhi) Private Limited, Prestige Hospitality Ventures Limited, Prestige Mall Management Private Limited, Prestige Mulund Realty Private Limited, Prestige Property Management & Services, and PSN Property Management & Services.

Employee Well-Being and Development

Well-being is deeply embedded in Prestige's organizational framework, with sustained focus on promoting the physical, mental, and emotional health of its employees. The Company prioritizes holistic wellness, recognizing its vital role in fostering a resilient, motivated, and high-performing workforce. The organization celebrates diversity and encourages employees to bring their authentic selves to work, fostering an environment where uniqueness is embraced and inclusion is a shared value.

Note to designer: Design the below content creatively

Key initiatives that drive Prestige's commitment to Employee Well-Being include:

- Employee Friendly Policy Framework
- 5 Day Working Week
- Flexible Working Arrangements
- Maternity and Paternity Leave Policies
- Attracting and Retaining Talent
- Employee Clubs

Employee Health and Wellness Activities

Note to Designer: Design these sections alongside relevant pictures

No Excuse November: From November 11–18, 2024, Prestige Group launched the "No Excuse November" campaign—an employee wellness initiative focused on encouraging holistic well-being through clean eating, regular physical activity, and mindfulness practices such as meditation and journaling. Employees received daily guidance in the form of wellness tips, workout routines, healthy recipes, and journaling prompts. The campaign successfully motivated participants to adopt and sustain healthier lifestyle habits.

Nutrition-Focused Wellness: As an Arogya-certified organization, Prestige Group recognizes that nutrition plays a central role in overall wellness. To encourage mindful eating habits, the company distributed customized dietary booklets designed to address the distinct nutritional needs of male and female employees. These guides included vegetarian and non-vegetarian meal plans along with practical tips for making informed food choices. The initiative was met with highly positive feedback.

Prestigious Sports Month: The annual Sports Month at Prestige is a testament to the company's focus on wellness, camaraderie, and active living. Employees across locations engaged in various sports including cricket, volleyball, and golf—activities that support physical fitness, mental well-being, and team building. A highlight of the month is the Prestigious Marathon, which brings employees together in a shared expression of unity and resilience. The initiative has evolved into a valued tradition, with participants reporting enhanced health, morale, and workplace cohesion.

World Heart Day – Health Camp: In observance of World Heart Day, Prestige Group organized a comprehensive health camp on September 27, 2024, in partnership with Fortis Hospitals. The event provided employees with free services including blood group testing, BMI assessments, general health check-ups, and consultations on physical and mental wellness.

AI-Based Health Camp: Prestige Group organized an AI-driven health camp that integrated advanced technology with employee wellness. The initiative offered services such as fitness and posture analysis, along with stress and mood assessments using facial recognition technology. Over 100 employees participated in the event, receiving personalized health insights and feedback.

Wellness Fridays: A weekly webinar series focused on mental and physical well-being is conducted in collaboration with wellness experts. These sessions cover a range of health topics, offering practical advice and actionable insights.

Bite-Sized Wednesdays: This is a weekly initiative aimed at promoting personal growth and well-being through concise, engaging learning modules. These short-format sessions encourage employees to explore diverse topics aligned with their interests and development goals.

Note to designer: Highlight the following content

1,722

Hours of Wellness Webinars Organised During the Reporting Period

Employee Rewards & Recognition

Note to designer: Design these sections alongside relevant pictures

Rewards and Recognition Program: At Prestige exceptional work is both recognized and celebrated. The Rewards & Recognition program honoured the individuals and teams whose dedication, reliability, and service excellence keep the workforce thriving. Whether it is ensuring seamless day-to-day operations or delivering thoughtful service with a smile, these team members embody the core values of Prestige.

Service Recognition Awards: At Prestige, the true strength of the organization lies in its people. Every year, Prestige honours long-serving team members who have dedicated long service years to the Company's vision. Their unwavering commitment, expertise, and care have not only supported Prestige through every challenge but have played a vital role in shaping its journey. From delivering seamless property management to enhancing customer experiences, their contributions remain invaluable.

Celebration of National Days & Events

Republic Day, January 2025: At Prestige, Republic Day is more than a ceremonial occasion—it's a celebration of unity, pride, and community spirit. This year, Prestige properties came alive with patriotic fervour as residents, employees, and families gathered to mark the day with enthusiasm and reverence. The celebrations began with the hoisting of the National Flag and the singing of the Anthem, evoking a deep sense of pride. Children waved flags, elders recounted stories of India's journey, and neighbours coming together created a warm, inclusive atmosphere. Cultural performances and engaging activities showcased the richness of India's heritage and brought everyone closer. It was a day not just to celebrate, but to reflect on our shared responsibilities in building a stronger nation.

National Road Safety Month, February 2025: At Prestige Group, road safety is viewed as a shared responsibility. To mark National Road Safety Month 2025, the team conducted an awareness campaign on February 6th, 2025, across six key junctions in Bangalore's Central Business District. Engaging directly with commuters, the initiative promoted responsible driving and pedestrian rights through visible safety messaging. With strong support from the Bangalore City Traffic Police and Traffic Wardens, the campaign reached over 1,00,000 people.

World Facility Management Day, May 2025: On World Facility Management Day 2025, Prestige Group proudly recognized the dedication of its Facility Management Team—the silent force ensuring clean, safe, and efficient spaces every day. From infrastructure upkeep and energy efficiency to safety and daily operations, their work is the backbone of Prestige properties. Their quiet commitment and resilience enable seamless experiences for all.

World Environment Day, June 2025: This significant day was celebrated across all Prestige properties with an inspiring tree-planting drive by the PPMS team. The initiative included awareness sessions, employee participation, and a shared pledge to support eco-friendly practices reinforcing our dedication to sustainability and a healthier planet.

Prestige Family Day, September 2025: In September, the Company celebrates Prestige Family Day, a special half-day event where employees and their families come together to enjoy a day of fun and recognition. The event features performances by employees, showcasing their talents and creativity. It is also a day of appreciation, with recognition and rewards (R&R) given to outstanding individuals for their contributions. Leaders take this opportunity to address both employees and their families, reinforcing the importance of their support and dedication. Prestige Family Day strengthens the bond between the Company's workforce and their loved ones, fostering a sense of unity and community within the organization.

Employee Satisfaction

The Pulse of Prestige 2024 survey, conducted in partnership with W.E.-Matter, assessed employee satisfaction across the Group. The findings have guided a structured engagement program that includes action planning, implementation, training, and regular reviews. Feedback was gathered through C-suite discussions, team-level sessions, and focus groups to drive continuous improvement. Insights from the survey affirm the Company's direction and help identify areas for growth. Prestige is committed to acting on employee feedback to cultivate a supportive and fulfilling workplace.

Note to designer: Highlight the following content

| |
|---|
| 100% |
| Employee Coverage in Employee Satisfaction Survey |
| 91% |
| Employee Response Rate |
| 78% |
| Employee Satisfaction Score |

Training and Development Initiatives

Prestige Group's learning philosophy is rooted in the belief that “learning organizations are productive organizations.” By equipping employees with knowledge and skills, the company fosters efficient work practices that drive overall productivity. The learning ecosystem includes access to LinkedIn Learning’s extensive course library, classroom-based training sessions on practical tools like Excel and PowerPoint, and role-specific learner challenges. These initiatives are tailored to different employee levels and are designed to strengthen internal capabilities and promote a growth mindset across the organization.

Note to designer: Highlight the following content

1,391 Total Number of Training and Awareness Programmes Held during the Reporting Period

33
Total Number of Employees Trained in Power BI during the Reporting Period

143
Total Number of Employees Trained in AI during the Reporting Period

100%
Employees were part of Learning and development programmes held in 2024-25.

Specialized Training Modules

Induction Training: As part of the induction process, Prestige Group has introduced a System Walk Through session to help new employees integrate smoothly and become productive from the outset. This session offers an overview of key organizational systems, including goal setting, performance management, and learning frameworks.

A major focus is on navigating the SuccessFactors Learning Management System (LMS), covering essential functions such as login, course assignment, catalogue browsing, and certificate downloads. By providing clear, hands-on guidance, the session empowers new joiners to use these systems confidently, supporting their success in their roles.

Note to designer: Highlight the following content

3,822

Hours of Induction Training/System Walk-through provided to New Employees

ESG Training: Prestige Group provides comprehensive ESG training to all employees as part of both induction and continuous development. This training spans key areas such as health and safety, ethics and compliance, and sustainability, ensuring that employees at all levels—senior, middle, and junior management—are equipped to uphold the Group’s ESG commitments.

Health and safety modules cover workplace protocols, emergency procedures, and best practices to maintain a safe work environment. Ethics and compliance sessions focus on insider trading regulations, the Prevention of Sexual Harassment (POSH) policy, and the company’s Code of Conduct, reinforcing a culture of integrity and accountability.

In addition, regular awareness sessions are held on sustainability and responsible resource management. The company also emphasizes employee well-being, offering training on mental health, work-life balance, and wellness strategies to support overall productivity.

100%

Employees completed ESG-specific training during the reporting period
(Includes trainings safety and well-being, POSH, and ESG)

LinkedIn Learning: Prestige launched its LinkedIn Learning platform in 2023, as part of its commitment to fostering continuous learning and development. The popular business networking platform offers access to over 10,000 video courses across Business, Technology, and Creative domains. Curated learning paths ranging from beginner to advanced cover essential topics such as Presentation Skills, Business Etiquette, Power BI, Microsoft Excel, Data Analytics, and Architecture Design. Tailored resources aligned with departmental feedback further support skill development across core competencies and function-specific areas.

Note to designer: Highlight the following content

| |
|---|
| 1,215 |
| Total Number of LinkedIn Courses |
| 4,102 |
| Total Number of LinkedIn Learning Hours |

Employee Health and Safety

Prestige places strong emphasis on employee health and well-being through a proactive and structured approach. Regular health and wellness surveys, covering 100% of employees, are conducted to assess well-being and guide targeted improvements. To support physical and mental health, the company organizes periodic medical check-ups, screenings, fitness challenges, wellness workshops, and stress management sessions. Additionally, 100% of employees are covered under physical and/or mental health checks.

Prestige also implements hazard risk identification at all sites as part of its Health and Safety Plan. Its Occupational Health and Safety (OHS) management system promotes active workforce participation, ensures clear communication of safety protocols, and includes comprehensive training on general and task-specific risks. Access to healthcare services is facilitated, with a strong focus on preventing and mitigating adverse health and safety impacts.

| |
|---|
| 100% |
| Employee covered under surveys on health and well-being |
| 100% |
| Employees covered under mental/physical health checks |
| 100% |
| Workstation and/or workplace checks |
| 0% |
| Absentee Rate |
| 0% |
| Injury Rate |
| 0% |
| Lost Day Rate |

Human Rights and Labour Management

In compliance with national and international regulations, the company has instituted a comprehensive monitoring system to identify, assess, and mitigate human rights-related risks, ensuring adherence to globally accepted norms.

Its Human Rights Policy outlines clear commitments to equal employment opportunity, freedom from discrimination and harassment, and the prohibition of child labour, forced labour, modern slavery, and human trafficking. This policy is aligned with the UN Global Compact, the United Nations Sustainable Development Goals, and the ILO Declaration on Fundamental Principles and Rights at Work.

To support this commitment, Prestige has established robust grievance redressal and whistleblower mechanisms. These platforms allow employees and stakeholders to raise concerns—anonously if needed—and ensure timely investigation and resolution.

Zero

Human Rights Risks Identified during the Reporting Period

Zero

Human Rights Violations during the Reporting Period

Zero

Corrective Actions taken during the Reporting Period

Prevention of Sexual Harassment Policy (POSH)

Prestige's POSH Policy reflects its commitment to a safe, inclusive, and respectful workplace, free from gender bias and sexual harassment. The policy outlines clear expectations for ethical behaviour, encourages prompt reporting of incidents to the Internal Complaints Committee, and ensures confidentiality throughout the redressal process. Regular employee education and accessible reporting mechanisms reinforce the company's zero-tolerance stance and support for affected individuals.

Zero

POSH related incidents were reported or recorded during FY 2024-25

1,131

POSH related trainings during FY 2024-25

Sustainable Supply-Chain Management

Prestige recognizes the critical need to mitigate supply chain risks and enhance resilience through sustainable practices. The company prioritizes responsible procurement by aligning suppliers with its strategic goals and sustainability standards. More than 10 products across three manufacturers have been assessed for Environmental Product Declarations, reflecting a strong focus on the environmental and health attributes of building materials. Prestige also encourages suppliers and contractors to report on ESG parameters, reinforcing its commitment to building a sustainable and transparent supply chain.

Preliminary ESG Assessment: At the procurement stage, Prestige integrates ESG-specific requirements to ensure suppliers and contractors align with its sustainability values. A structured supplier engagement program, supported by detailed planning and ESG-focused action plans, guides this approach. During onboarding, suppliers undergo rigorous screening to verify compliance with Prestige's Supplier Code of Conduct, which covers key areas such as business ethics, child labour, health and safety, human rights, and labour standards.

Compliance and ESG Integration for Suppliers and Contractors: Prestige has embedded an ESG screening framework within its supplier assessment process to strengthen ESG integration across the value chain. This includes capacity-building initiatives such as training and awareness programs to help suppliers enhance their ESG performance. The supplier engagement program features a structured review and evaluation mechanism, identifying key performance areas and enabling continuous improvement.

ESG requirements are also extended to contractors, covering critical aspects like business ethics, child labour, environmental standards, community engagement, employee well-being, occupational safety, human rights, and labour practices. Contractors receive ESG training and are required to submit regular reports on environmental and social performance during construction. All projects undergo rigorous internal and external audits, with 100% audited in the reporting period. Regular site visits and on-site meetings are conducted to monitor compliance and promptly address any emerging issues.

Grievance redressal mechanism for Suppliers and Contractors: All contracts mandate compliance with our Code of Conduct, with penalties for any breaches. In line with our Stakeholder Engagement Policy, violations can be reported to the Vigilance Officer through the Vigil Mechanism (Whistle Blower Policy).

Customer Centricity

Prestige Group's customer relationship strategy begins at the project planning stage, focusing on prime locations, essential amenities, and diverse unit offerings to meet varied customer needs. The Company streamlines the onboarding process through partnerships with financial institutions and aligns channel partners with a customer-first approach. Leveraging technology, the Company ensures real-time communication and updates. Continuous feedback helps refine internal processes and enhances customer satisfaction.

Prestige Group prioritizes customer convenience through self-help options and dedicated support during key milestones such as handover, registration, and Khata assistance. By adhering to strict timelines and maintaining high standards of safety and quality, it ensures a seamless experience. The consistent value appreciation of Prestige's properties further enhances overall customer satisfaction.

Note to designer: Design creatively

Ways in which Customer Feedback is Collected:

- Service Requests/Tickets
- Escalation Matrix
- Resolution Feedback
- Project-Wise Quarterly Feedback
- Handover Surveys
- Registration Surveys

Note to designer: Highlight the following content

| |
|---|
| 1,50,000 |
| Surveys sent to meaningfully engage with customers |
| 18-20% |
| Response Rate to customer satisfaction surveys |
| 84% |
| Customer Satisfaction Score in FY 2024-25 and FY 2023-24 (CSAT Score) |

Customer Grievance Redressal

Prestige Group views prompt grievance resolution as a core service standard. A multi-channel approach ensures swift and effective redressal, including direct calls via relationship managers, emails, service tickets, feedback surveys, and customer group meetings. These touchpoints allow customers to voice concerns and enable timely resolution.

Customer Testimonials

Note to designer: Design each testimonial creatively

A Message from Prestige Kew Gardens

"I am writing to extend our deepest appreciation and sincere gratitude for the outstanding efforts demonstrated by your staff headed by Security in charge Jainul, plumbing and electrical team. Full Security staff with remote support from Smriti, Ramesh Ji and Suresh Ji during the heavy rains on Sunday night. The swift, coordinated, and tireless response to the challenging situation was nothing short of exemplary.

Ramesh ji, your leadership and the dedication of your team ensured the safety and well-being of many, while also minimizing disruption and damage during a time of significant adversity. It is easy to say JOB done, but efforts and handling of the situation while the entire PKG was asleep is truly remarkable. We as society are very thankful on this regard

Good JOB done. We look forward to your esteemed support going forward." – Secretary, PKGAOA

A Word of Appreciation from Prestige Waterford

"Yesterday, our four-year-old daughter went missing for a couple of hours in Prestige Waterford. (She was found safely, sleeping behind a table in the storeroom). During that time, the entire PPMS team — including Kallesh, Uday, Supriya and the others — and security in-charge Mahesh and his team were incredibly helpful.

Mahesh and Kallesh coordinated the search swiftly, directing their teams to find her as quickly as possible. We can't thank them enough for their swift action.

I realise that we often voice complaints about PWF—but the dedication and hard work of the PPMS team often go unseen. Yesterday, their efforts truly stood out. We are deeply thankful for everything the PPMS Waterford team has done yesterday. Please convey our heartfelt gratitude to everyone involved." – Kruthi & Vamsi

A Thankyou Note from Prestige Woodland Park

“I want to take a moment to sincerely thank you and your team for the incredible work you do in managing Prestige Woodland Park. It is truly a pleasure to live in a community that is so well taken care of, and a large part of that credit goes to you and your staff.

From the cleanliness of the premises to the prompt upkeep of all facilities, it’s evident that a great deal of care and effort goes into maintaining the high standards of our residential complex. Whether it’s landscaping, security, repairs, or common area management, everything is always in excellent shape.

What truly stands out is the helpful and courteous attitude of your entire team, no matter the need.

Me and my family would like to thank you once again for all that you do. It is truly appreciated.” - Mustafa Hasan

Heartfelt Appreciation from Prestige Royale Gardens

“I would like to take a moment to thank and appreciate PPMS team including Hegde Ji and Suresh Ji for their alertness and preparedness yesterday in event of scary fire situation that started beyond PRG boundaries. Root cause is still unknown though we noticed that the fire was rapidly spreading around the railway tracks.

However, we felt reassured of our safety as PPMS team decided to invoke Emergency Response procedures. It gave us immense confidence to see the backup team on standby as well as majority of housekeeping team reporting early today for work to clear debris and ash. Well done!” - Aloukik Vibhav

A Happy Tune from Song of the South

“I wanted to take a moment to express my heartfelt gratitude for the exceptional work of the security team.

Recently, we misplaced a gold bracelet, which was found by Mr. Ziyarul. He ensured its safe keeping with great care and Mr. Dhanesh Kumar Pandit carried out a thorough verification process before returning it to me. Their professionalism, meticulous attention to detail and dedication to doing the right thing were truly admirable.

I am truly impressed by the overall excellence of the security team.

Their dedication to maintaining safety and handling situations with Integrity has been outstanding, and I believe it deserves recognition.

Please convey my thanks to Mr. Ziyarul, Mr. Dhanesh Kumar Pandit and the entire security team for their splendid work.” – Divakar Reddy

Nurturing with Commitment

**“Contributing back to society with intent,
commitment and care.”**



[Note to Designer: Page Separator]

Prestige’s approach to Corporate Social Responsibility (CSR) is grounded in inclusivity and a commitment to driving positive societal change. The company undertakes initiatives across diverse areas, including education, healthcare, environmental stewardship, local economic development, and disaster resilience. These efforts focus on empowering marginalized communities and fostering long-term impact through collaborative engagement.

Aligned with its CSR Policy, Prestige integrates social and environmental responsibility into its business operations. Each year, the CSR Committee formulates a detailed plan outlining key initiatives and budgets, ensuring a structured and purposeful approach to community development.

3,00,000+

Total Number of Beneficiaries during the Reporting Period

Note to designer: These sections to be enhanced with relevant pictures

Joy of Giving

The annual "Joy of Giving" initiative includes a week-long donation drive collecting toys, books, and stationery for underprivileged children. Activities like "Let's Go Shopping" allows children to choose their own items, fostering a sense of joy, dignity, and empowerment.

Inspiring Change through Education: An Initiative in North-East India

The collaboration between Prestige Foundation and Sunbird Trust is transforming lives in conflict affected regions of North-East India. Aligned with their mission to promote peace through education, the partnership focuses on student sponsorships, school and hostel construction, and youth empowerment through community engagement. The initiative has awarded scholarships to 3,505 students, built essential educational infrastructure, and trained 240 teachers. Over 1,10,000 individuals have benefited directly or indirectly from these efforts.

Among the many success stories is Konjengbam Dollar Singh from Manipur, who was sponsored for his undergraduate studies, published research papers, and secured a full scholarship to pursue a master's degree in Italy. Another beneficiary, Zepthar from Noney District, won gold at a National MMA Tournament highlighting how education unlocks diverse opportunities.

Infrastructure development has also been central to the initiative's impact, including ambulance services benefiting 50,000 people across 33 villages, staff accommodation in Singngat, and sanitation facilities in Majuli. This partnership stands as a powerful example of CSR in action fostering peace, empowerment, and long-term community development.

Wheels of Freedom: Empowering Lives through Inclusion and Accessibility

Prestige Group is transforming lives by enhancing mobility and inclusion for individuals with physical disabilities. In collaboration with RampMyCity and NeoMotion, it equips beneficiaries with *NeoFly* and *NeoBolt* which are customizable, innovative wheelchair solutions. These innovative wheelchairs enable independence, dignity, and improved livelihoods. NeoFly is a lightweight, tailored wheelchair, while NeoBolt is a motorized outdoor add-on, together offering seamless mobility. The initiative identifies beneficiaries, offers training, and promotes accessibility awareness.

Mercy, a tailor from Bangalore, now independently sources materials and earns more. George, an autorickshaw driver, has regained flexibility to support his family. Murali, a shop owner, can now procure supplies on his own. Seetharam, a para-sports coach, commutes independently to train athletes. Geetha, a tailor and part-time delivery agent, manages both business and family without external dependence.

Beyond individual empowerment, this initiative uplifts families and communities, proving that accessibility fosters social and economic inclusion.



GRI Content Index

| | |
|-------------------------|---|
| Statement of use | Prestige Group has reported the information cited in this GRI content index for the period 1 st April 2024 to 31 st March 2025 with reference to the GRI Standards. |
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