

ENVIRONMENTAL DATA

A. Greenhouse Gas (GHG) Emissions – Scope 1, 2

	Unit	2019-20	2020-21	2021-22	2022-23	2023-24
Project Development (Construction, Site Establishments)	tCO ₂ e	24,907	17,918	9,843	3,889	3,426
Scope 1 Emissions (Direct Emissions)(a+b+c+d)	tCO ₂ e	323	70	153	1,123	1,240
(a) Refrigerants	tCO ₂ e	4	4	4	704	497
(b) Vehicular Fuel	tCO ₂ e	15	14	0	0	0
(c) Equipment Fuel	tCO ₂ e	304	53	149	419	742
(d) CO ₂ extinguisher	tCO ₂ e	0	0	0	0	0.8
Scope 2 Emissions (Indirect Emissions)	tCO ₂ e	24,584	17,848	9,690	2,767	2,186
Commercial Assets and Corporate Office	tCO ₂ e	8,752	4,253	5,570	6,060	991
Scope 1 Emissions (Direct Emissions)(a+b+c)	tCO ₂ e	937	950	982	465	991
(a) Refrigerants	tCO ₂ e	908	908	908	324	857
(b) Vehicular Fuel	tCO ₂ e	11	17	57	112	96
(c) Equipment Fuel	tCO ₂ e	19	25	18	29	37
(d) CO ₂ extinguisher	tCO ₂ e	0	0	0	0	0.46
Scope 2 Emissions (Indirect Emissions)	tCO ₂ e	7,815	3,303	4,588	5,595	0
Total	tCO₂e	33,659	22,170	15,412*	9,949	4,418
Scope 1 and 2 absolute emissions reduction target	tCO ₂ e	-	-	15,412	12,381	9,946

Note: Our approved SBTi target for Scope 1 and 2 emissions: Maintain at least 97.9% absolute scope 1 and 2 GHG emissions reductions from FY2028 through FY2050 from a FY2022 base year. Baseline emissions for our SBTi approved targets are 95% of the total scope 1 and 2 emissions.

B. Greenhouse Gas (GHG) Emissions – Scope 3

Category	Unit	2021-22	2022-23	2023-24
Category 1: Purchased goods and services	tCO ₂ e	228339	329,847	437218
Category 2: Capital goods	tCO ₂ e	2,800.00	2,800	2800
Category 3: Fuel- and Energy-Related	tCO ₂ e	4,463.00	5,072	5200
Category 4: Upstream transport	tCO ₂ e	1,594.99	1,804	2548
Category 5: Waste	tCO ₂ e	0	0	57
Category 6: Business travel	tCO ₂ e	253.44	878	351
Category 7: Employee commuting	tCO ₂ e	2,263.77	2,294	4770
Category 11: Use of sold products	tCO ₂ e	539213.45	507,413	624977
Category 12: End-of-life treatment of sold products	tCO ₂ e	735.81	1,818	2475
Category 13: Downstream leased assets	tCO ₂ e	5,166.71	6,148	5471
Total		784,830	858,074	1,085,865
Scope 3 emissions intensity	tCO ₂ e/sqm	1.42	1.07	1.00
Scope 3 emissions intensity reduction targets	tCO ₂ e/sqm	1.42	1.29	1.17

Notes:

- SBTi approved Scope 3 emissions intensity reduction targets:
 - Near term: Maintain at least 97.9% absolute scope 1 and 2 GHG emissions reductions from FY2028 through FY2050 from a FY2022 base year
 - Long term: Reduce absolute scope 3 GHG emissions 97.9% per square meter of area developed by FY2050 from a FY2022 base year.
- Category 1 and 4 emissions are estimated using life cycle analysis data.
- Category 2 emissions are estimated following the spend-based method. Category 3, 5, 6, and 7 emissions are estimated using the DEFRA 2023 conversion factors. Category 11 and 13 emissions are estimated using the grid emission factor from the CEA Version 19 database.

B. Energy

	Unit	2019-20	2020-21	2021-22	2022-23	2023-24
Project Development (Construction, Site Establishments)	GJ	1,12,444	79,163	55,886	61,874	71,441
Renewable - Onsite	GJ	-	-	-	320	1,263
Renewable - Offsite	GJ	20	28	9,574	43,155	49,479
Non Renewable - Discom	GJ	1,07,928	78,358	44,157	12,220	9,560
Non Renewable - Vehicle fuel	GJ	0	0	0	0	0
Non Renewable - Diesel Generator	GJ	4,496	778	2,155	6,179	11,138
Energy consumption intensity	GJ/'000sqft	-	-	-	7.2	6.1
Energy intensity target ¹	GJ/'000sqft	-	-	-	7.2	7.1
Commercial Assets and Corporate Office	GJ	36,992	20,860	27,878	39,038	61,066
Renewable - Onsite	GJ	2,056	5,476	5,890	4,329	3,630
Renewable - Offsite	GJ	-	-	-	7,854	55,439
Non Renewable - Discom	GJ	34,308	14,501	20,905	24,716	0
Non Renewable - Vehicle fuel	GJ	348	516	828	1,708	1,437
Non Renewable - Diesel	GJ	281	367	255	431	560

Generator						
Energy consumption intensity	GJ/'000sqft	-	-	-	39.3 ²	43.8
Energy intensity target ¹	GJ/'000sqft	-	-	-	39.3	39.0
Total	GJ	1,49,437	1,00,023	83,764	1,00,912	132,507
Total renewable energy consumed as % of total energy used	%	-	-	18.46%	55.15%	82.87%
Renewable energy consumption target ³	%	-	-	18.46%	34.77%	51.08%

Note:

¹ Our target is to achieve 5% reduction in energy intensity for sites and commercial properties by FY30 from a FY23 base year.

² The intensity for FY23 has been revised from 31.89 to 39.3 due to a corrective update in the leased area of our standing assets.

³ Our SBTi approved target for renewable energy consumption: Increase active annual sourcing of renewable electricity from 19% in FY2022 to 100% by FY2027 and through FY2030.

C. Water

	Unit	2019-20	2020-21	2021-22	2022-23	2023-24
Project Development (Construction, Site Establishments)	MCUM	2.09	0.72	0.55	0.43	0.59
Surface water	MCUM	0.00	0.00	0.00	0.00	0.00
Ground water	MCUM	0.00	0.00	0.00	0.00	0.00
Third Party	MCUM	1.00	0.57	0.41	0.43	0.59
Fresh water consumption intensity	litres/sqft	-	-	-	49.57	50.25
Fresh water consumption intensity target ¹	KL/sqm	-	-	-	49.6	49.2
Commercial Assets and Corporate Office	MCUM	0.08	0.12	0.10	0.14	0.18
Surface water	MCUM	0.00	0.00	0.00	0.00	0.00
Ground water	MCUM	0.00	0.00	0.00	0.00	0.00
Third Party	MCUM	0.08	0.12	0.10	0.14	0.18
Fresh water consumption intensity	litres/sqft	-	-	-	147.24*	137.09
Fresh water consumption intensity target ¹	KL/sqm	-	-	-	147.2	146.2
Total	MCUM	2.09	0.72	0.66	0.56	0.77

Notes:

- The water withdrawal is the same as our water consumption.
- The water consumption details for the previous year have been updated since we removed the treated water consumption figures from the table. This is because it was not a freshwater withdrawal, but rather the consumption of treated water from the originally sourced freshwater treated within the premises.

¹Our target is to achieve 5 % reduction in fresh water consumption intensity for sites and commercial properties by FY30 from FY23 base year.

*The intensity for FY23 has been revised from 118 to 147.24 due to a corrective update in the leased area of our standing assets.

D. Biodiversity

	Unit	2019-20	2020-21	2021-22	2022-23	2022-23
Total no. of trees planted	Nos.	10516	4785	7835	5310	3416

E. Waste

	Unit	2020-21	2021-22	2022-23	2023-24
Total waste	MT	1814.04	2295.71	81768.68	157712.07
Plastic Waste					
Generated	MT	31.02	46.44	31.88	92.05
Recycled	MT	31.02	46.44	31.88	92.05
Reused	MT	0.00	0.00	0.00	0.00
Disposed	MT	0.00	0.00	0.00	0.00
E-Waste					
Generated	MT	2.50	9.00	0.01	0.04
Recycled	MT	0.00	0.00	0.00	0.00
Reused	MT	0.00	0.00	0.00	0.00
Disposed	MT	2.50	9.00	0.01	0.04
Biomedical Waste					
Generated	MT	0.00	0.13	0.08	0.06
Recycled	MT	0.00	0.00	0.00	0.00
Reused	MT	0.00	0.00	0.00	0.00
Disposed	MT	0.00	0.13	0.08	0.06
Construction waste					
Generated	MT	1780.43	2229.88	81370.29	156811.00
Recycled	MT	1780.43	2229.88	4200.70	9058.56
Reused	MT	0.00	0.00	55413.40	139044.75
Disposed	MT	0.00	0.00	21788.33	8708.00
Other Hazardous Waste					
Generated	MT	0.09	2.84	7.05	9.19
Recycled	MT	0.00	0.00	0.00	0.00
Reused	MT	0.00	0.00	0.00	0.00
Disposed	MT	0.09	2.84	7.05	9.19
Other Non-Hazardous Waste					
Generated	MT	0.00	7.42	359.37	799.73
Recycled	MT	0.00	7.42	359.37	799.73
Reused	MT	0.00	0.00	0.00	0.00
Disposed	MT	0.00	0.00	0.00	0.00

Notes:

1. We started measuring the debris waste from FY23. FY21 and FY22 numbers do not include the debris waste.
2. All batteries are covered under a buyback program with the vendors. Therefore, battery waste is not measured.
3. Our goal for FY21, FY22, and FY23 was to divert more than 75% of waste from landfills, using FY21 as the baseline. We have now revised this goal to divert more than 90% of waste from landfills by FY24 and maintain this achievement through FY30.

F. Green Buildings Certifications Summary

Project Type	Certification status at the end of FY2024	IGBC Green Affordable Housing	IGBC Green Existing Buildings O&M	IGBC Green Homes	IGBC Green Logistics Parks and Warehouses	IGBC Green Residential Societies	IGBC LEED India Core and Shell	IGBC New Building	USGBC LEED v4 BD+C	Grand Total (million sqft)	Grand Total, % of subtotal
New Construction	Certified	-	-	-	-	2.26	-	-	1.02	3.28	4.80%
	Pre Certified	13.46	-	9.28	6.23	-	-	-	0.50	29.48	43.16%
	Registered, Certification work in progress	4.97	-	28.69	-	-	-	1.75	0.13	35.55	52.04%
New Construction Total		18.43		37.97	6.23	2.26		1.75	1.66	68.30	100.00%
Standing assets	Certified	-	1.50	-	-	-	-	-	0.67	1.50	56.36%
	Pre Certified	-	1.16	-	-	-	-	-	1.16	1.16	43.64%
Standing assets Total			2.66						1.83	2.66*	100.00%

Note: *Properties with multiple certifications are counted only once for million square feet totals

Certification Details

S. No	Project	Type	Area (sqm)	Area under certification (sqm)	Certification stage (Registered/ Pre-certified/ Certified)	Certification scheme/ standard
1	Crown by Lodha, Majiwada	NC	1.68	1.68	Pre Certified	IGBC Green Affordable Housing
2	Casa Maxima Phase I, Mira Road	NC	0.41	0.41	Pre Certified	IGBC Green Affordable Housing
3	Premier, Palava	NC	6.87	6.87	Pre Certified	IGBC Green Affordable Housing
4	Violet and Vilote Extention, Taloja Road	NC	0.53	0.53	Pre Certified	IGBC Green Affordable Housing
5	Lodha Amara	NC	3.97	3.97	Pre Certified	IGBC Green Affordable Housing
6	Lodha Bellavista, Pokhran	NC	0.80	0.80	Pre Certified	IGBC Green Homes
7	Lodha Eternis (T7,T12)	NC	0.18	0.18	Pre Certified	IGBC Green Homes
8	Lodha Malabar, Walkeshwar	NC	0.26	0.26	Pre Certified	IGBC Green Homes
9	Lodha Sterling (Tower G and H), Thane	NC	0.48	0.48	Pre Certified	IGBC Green Homes
10	Lodha Bel Air, Jogeshwari	NC	0.83	0.83	Pre Certified	IGBC Green Homes
11	Lodha Park, Worli	NC	1.26	1.26	Pre Certified	IGBC Green Homes
12	Lodha Seaface, Worli	NC	0.61	0.61	Pre Certified	IGBC Green Homes

13	New Cuffe Parade	NC	1.26	1.26	Pre Certified	IGBC Green Homes
14	Lodha Giardino, Pune	NC	1.30	1.30	Pre Certified	IGBC Green Homes
15	Lodha One, Pune	NC	0.24	0.24	Pre Certified	IGBC Green Homes
16	Belle Vita, Pune	NC	1.46	1.46	Pre Certified	IGBC Green Homes
17	Lodha Acenza, Andheri	NC	0.59	0.59	Pre Certified	IGBC Green Homes
18	Lodha Industrial and Logistics Park, Palava	NC	5.88	5.88	Pre Certified	IGBC Green Logistics Parks and Warehouses
19	Lodha In-City, Kurla	NC	0.35	0.35	Pre Certified	IGBC Green Logistics Parks and Warehouses
20	World Crest, Worli	NC	2.26	2.26	Certified	IGBC Green Residential Societies
21	iThink A - Palava 1	NC	0.15	0.15	Certified	USGBC LEED v4 BD+C
22	Lodha iThink, Tower A, Palava Business District, Palava	NC	0.37	0.37	Certified	USGBC LEED v4 BD+C
23	Lodha iThink, Tower B, Palava	NC	0.13	0.13	Certified	USGBC LEED v4 BD+C
24	Lodha Supremus, Thane	NC	0.37	0.37	Certified	USGBC LEED v4 BD+C
25	New Cuffe Parade CT5	NC	0.22	0.22	Pre Certified	USGBC LEED v4 BD+C
26	Lodha Park Signet	NC	0.28	0.28	Pre Certified	USGBC LEED v4 BD+C
27	Palava Sector 6	NC	1.70	1.70	Registered, Certification work in progress	IGBC Green Affordable Housing
28	Lodha Pearl	NC	1.00	1.00	Registered, Certification work in progress	IGBC Green Affordable Housing
29	Sereno and Woodland, Lodha Upper Thane	NC	1.69	1.69	Registered, Certification work in progress	IGBC Green Affordable Housing
30	Crown Kolshet, Thane	NC	0.58	0.58	Registered, Certification work in progress	IGBC Green Affordable Housing
31	Lodha Alibaug	NC	5.20	5.20	Registered, Certification work in progress	IGBC Green Homes
32	Lodha Bannerghatta	NC	1.32	1.32	Registered, Certification work in progress	IGBC Green Homes
33	Lodha Upper Thane - Tiara and Ecopolis	NC	0.97	0.97	Registered, Certification work in progress	IGBC Green Homes
34	Lodha Versova	NC	0.25	0.25	Registered, Certification work in progress	IGBC Green Homes
35	Lodha Divino, Matunga	NC	1.98	1.98	Registered, Certification work in progress	IGBC Green Homes
36	Casa Evergreen, Vikhroli	NC	0.99	0.99	Registered, Certification work in progress	IGBC Green Homes
37	Casa Supremo	NC	0.35	0.35	Registered, Certification work in progress	IGBC Green Homes
38	Lodha Baner	NC	1.33	1.33	Registered, Certification work in progress	IGBC Green Homes

					<i>in progress</i>	
39	Lodha Panache	NC	2.84	2.84	Registered, Certification work in progress	IGBC Green Homes
40	Lodha Wakad	NC	1.44	1.44	Registered, Certification work in progress	IGBC Green Homes
41	Lodha Primo, Parel	NC	0.10	0.10	Registered, Certification work in progress	IGBC Green Homes
42	Lodha Vista, Lower Parel	NC	0.15	0.15	Registered, Certification work in progress	IGBC Green Homes
43	Lodha Dattatray	NC	0.29	0.29	Registered, Certification work in progress	IGBC Green Homes
44	Lodha Venezia (East Tower), Kalachowki	NC	0.46	0.46	Registered, Certification work in progress	IGBC Green Homes
45	World One and World View, Worli	NC	2.17	2.17	Registered, Certification work in progress	IGBC Green Homes
46	Lodha Maison, Worli	NC	0.08	0.08	Registered, Certification work in progress	IGBC Green Homes
47	Lodha Stella, Thane	NC	1.33	1.33	Registered, Certification work in progress	IGBC Green Homes
48	Lodha Icon, Bangalore	NC	1.29	1.29	Registered, Certification work in progress	IGBC Green Homes
49	Lodha Serenity, Palava	NC	0.50	0.50	Registered, Certification work in progress	IGBC Green Homes
50	Lodha Regalia, Mulund	NC	0.72	0.72	Registered, Certification work in progress	IGBC Green Homes
51	Lodha Bellagio, Powai	NC	0.27	0.27	Registered, Certification work in progress	IGBC Green Homes
52	Lodha Belmondo (T29, T30, T31, T32, T33, T21), Pune	NC	0.70	0.70	Registered, Certification work in progress	IGBC Green Homes
53	Lodha Solitaire, Mumbai	NC	0.73	0.73	Registered, Certification work in progress	IGBC Green Homes
54	Lodha Bradbury, Mumbai	NC	2.02	2.02	Registered, Certification work in progress	IGBC Green Homes
55	Lodha Platino D, Thane	NC	0.24	0.24	Registered, Certification work in progress	IGBC Green Homes
56	Lodha Woods, Kandivali	NC	0.99	0.99	Registered, Certification work in progress	IGBC Green Homes
57	Lodha Signet, Vikhroli	NC	1.25	1.25	Registered, Certification work in progress	IGBC New Building
58	Lodha Signet, Matunga	NC	0.24	0.24	Registered, Certification work in progress	IGBC New Building

59	Lodha Signet A, Thane	NC	0.13	0.13	Registered, Certification work in progress	IGBC New Building
60	Lodha Signet B, Thane	NC	0.13	0.13	Registered, Certification work in progress	IGBC New Building
61	Lodha Supremus, Andheri	NC	0.13	0.13	Registered, Certification under progress	USGBC LEED v4 BD+C
62	Lodha iThink, Tower A, Thane	SA	0.51	0.51	Certified	USGBC LEED v4 BD+C
63	Lodha iThink, Tower A, Thane	SA	0.51	0.51	Certified	IGBC Green Existing Buildings O&M
64	Lodha iThink, Tower A, Palava	SA	0.16	0.16	Certified	USGBC LEED v4 BD+C
65	Lodha iThink, Tower A, Palava	SA	0.16	0.16	Certified	IGBC Green Existing Buildings O&M
66	Lodha Excelus, Mahalaxmi	SA	0.39	0.39	Certified	IGBC Green Existing Buildings O&M
67	Xperia Mall, Palava	SA	0.44	0.44	Certified	IGBC Green Existing Buildings O&M
68	One Lodha Place	SA	1.16	1.16	Pre Certified	USGBC LEED v4 BD+C
69	One Lodha Place	SA	1.16	1.16	Pre Certified	IGBC Green Existing Buildings O&M
70	Lodha Park (T1, T2, T3, T4), Worli	HO	2.67	2.67	Certified	IGBC Green Residential Societies
71	Lodha Eternis (T2, T3, T4, T5, T6, T8), Andheri	HO	0.55	0.55	Certified	IGBC Green Residential Societies
72	Lodha Upper Thane - Green Ville, Treetop	HO	1.58	1.58	Certified	IGBC Green Residential Societies
73	Lodha Sterling (Belgrave and Eaton square), Thane	HO	0.96	0.96	Certified	IGBC Green Residential Societies
74	New Cuffe Parade (T3, T4, T5, T6, T7, T8, T11)	HO	4.42	4.42	Certified	IGBC Green Residential Societies
75	Palava Phase II	HO	4.67	4.67	Certified	IGBC Green Residential Societies
76	Lodha Belmondo (T1 to T20, T22 to T28)	HO	3.17	3.17	Certified	IGBC Green Residential Societies
77	Lodha Excelus, New Cuffe Parade, Wadala	HO	0.73	0.73	Certified	IGBC LEED India Core and Shell
78	Lodha Venezia (West Tower), Kalachowki	HO	0.43	0.43	Registered, Certification work in progress	IGBC Green Residential Societies
79	Jasmine and Orchid, Palava	HO	1.42	1.42	Registered, Certification work in progress	IGBC Green Residential Societies

NC New Construction

SA Standing Asset

HO Handed Over

^ About to become operational

SOCIAL DATA

A. Our Workforce

		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Headcount	<i>Organization</i>	3302	2749	3456	4305	4616
	<i>Permanent Employees</i>	97.73%	96.76%	97.19%	97.56%	98.9%
	<i>Other than permanent employees</i>	2.27%	3.23%	2.80%	2.44%	1.10%
Permanent employees by age-group	<i>Less than 30 years</i>	19.77%	18.65%	22.83%	24.98%	24.08%
	<i>Between 30 - 50 years</i>	76.08%	76.32%	72.02%	69.48%	70.24%
	<i>More than 50 years</i>	4.15%	5.04%	5.15%	5.55%	5.68%
Permanent employees by management levels	<i>Senior Management</i>	7.34%	7.56%	6.04%	5.88%	5.96%
	<i>Middle Management</i>	48.25%	48.57%	43.52%	42.43%	44.45%
	<i>Junior Management</i>	44.41%	43.87%	50.43%	51.69%	49.58%
Permanent employees by gender	<i>Male</i>	86.06%	84.44%	82.82%	81.98%	81.73%
	<i>Female</i>	13.94%	15.56%	17.18%	18.02%	18.27%
Permanent employees by nationality	<i>Indian</i>	99.91%	99.89%	99.91%	99.90%	99.89%
	<i>International</i>	0.09%	0.11%	0.09%	0.10%	0.11%
Differently-abled permanent employees	<i>Organization</i>	-	-	0.06%	0.02%	0.02%

Note: One differently-abled permanent employee (male) in FY 24

B. Talent Acquisition - Permanent Employees

		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Annual Hiring	<i>Organization</i>	916	654	1780	2341	2209
	<i>Internal Movement</i>	51.75%	46.18%	24.66%	24.86%	36.49%
	<i>External Hiring</i>	48.25%	53.82%	75.34%	75.14%	63.51%

B.2 External Hiring Details		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
External hiring by age-group	<i>Less than 30 years</i>	56.56%	46.88%	42.95%	42.52%	41.20%
	<i>Between 30 - 50 years</i>	41.86%	50.00%	55.63%	55.94%	57.38%
	<i>More than 50 years</i>	1.58%	3.13%	1.42%	1.53%	1.43%
External hiring by	<i>Senior Management</i>	6.11%	4.26%	2.61%	2.39%	1.78%
	<i>Middle Management</i>	37.10%	30.97%	35.50%	37.07%	42.27%

management levels	<i>Junior Management</i>	56.79%	64.77%	61.89%	60.55%	55.95%
External hiring by gender	<i>Male</i>	76.70%	76.14%	78.30%	79.76%	78.76%
	<i>Female</i>	23.30%	23.86%	21.70%	20.24%	21.24%

C. Talent Attrition - Permanent Employees

		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Annual Attrition	<i>Organization</i>	28.20%	30.90%	22.49%	23.94%	22.93%
	<i>Voluntary</i>	20.31%	14.57%	20.20%	22.09%	20%
Voluntary Attrition in Age Groups	<i>Less than 30 years</i>	36.36%	27.51%	30.09%	29.87%	31.88%
	<i>Between 30 - 50 years</i>	15.95%	11.73%	18.03%	19.90%	16.17%
	<i>More than 50 years</i>	16.37%	7.46%	11.07%	6.37%	6.56%
Voluntary Attrition in Management Levels	<i>Senior Management</i>	15.20%	12.79%	14.36%	9.40%	10.29%
	<i>Middle Management</i>	19.99%	11.23%	21.35%	22.57%	18.25%
	<i>Junior Management</i>	21.49%	18.54%	19.92%	22.12%	21.45%
Voluntary Attrition in Gender	<i>Male</i>	18.66%	13.78%	19.09%	20.76%	18.96%
	<i>Female</i>	30.53%	19.21%	25.83%	25.30%	24.72%

Note: 1. Attrition % = (No. of persons who have left the employment of the entity in the FY *100) / Average no. of persons employed in the category | 2. Average number of persons employed in a category = (Persons employed in the category at the beginning of FY + Persons employed in the category at the end of FY) / 2

D. Diversity and Inclusion

D.1 Gender Diversity		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Female workforce	<i>Organization</i>	14.45%	16.41%	17.91%	18.77%	18.61%
	<i>Permanent employees</i>	13.94%	15.56%	17.18%	18.02%	18.27%
Permanent female workforce in Departments	<i>Non-construction departments</i>	22.04%	22.94%	25.88%	26.39%	25.84%
	<i>Revenue Generation</i>	20.14%	21.08%	25.31%	26.83%	26.94%
	<i>STEM Functions</i>	5.35%	5.35%	5.85%	6.59%	7.56%
Permanent female workforce in Age Group	<i>Less than 30 years</i>	21.63%	25.60%	31.94%	31.36%	30.87%
	<i>Between 30 - 50 years</i>	12.51%	13.89%	13.39%	14.29%	15.05%
	<i>More than 50 years</i>	3.73%	3.73%	4.62%	4.72%	4.63%
Permanent female workforce in Management Levels	<i>Senior Management</i>	9.70%	9.95%	10.34%	11.74%	12.13%
	<i>Middle Management</i>	16.31%	17.80%	18.26%	18.80%	19.83%
	<i>Junior Management</i>	12.07%	14.05%	17.06%	18.10%	17.60%

D.2 Employees returning post parental leave		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
<i>Organization - Permanent employees</i>	<i>Joined</i>	100.00%	100.00%	100.00%	100.00%	100.00%
	<i>Retained</i>	70.93%	76.19%	92.55%	83.44%	91.41%
<i>Permanent female employees</i>	<i>Joined</i>	100.00%	100.00%	100.00%	100.00%	100.00%
	<i>Retained</i>	81.82%	70.59%	90.00%	88.00%	100.00%
<i>Permanent male employees</i>	<i>Joined</i>	100.00%	100.00%	100.00%	100.00%	100.00%
	<i>Retained</i>	69.33%	78.26%	92.86%	82.57%	90.18%

D.3 Gender pay parity		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
	<i>Senior Management</i>	0.88	0.84	0.90	0.78	0.84
	<i>Middle Management</i>	0.92	0.86	0.87	0.90	0.92
	<i>Junior Management</i>	1.11	1.01	1.03	1.01	1.01

Note:

1. Gender pay parity: Ratio of Total Remuneration of Women to Men
2. Gender Diversity Targets for FY 2027: a) 25% of women in Total Workforce, b) 44% women in non-construction departments, c) 22% of women in all permanent employees, d) 20% of women in senior management level, e) 25% of women in middle management level, f) 20% of women in junior management level, g) 24% of women in revenue generation functions, h) 6% of women in STEM functions

E. Human Capital Development - Permanent Employees

E.1 Learning & Development		2019-20	2020-21	2021-22	2022-23	2023-24
		Headcount				
Annual Learning Expense (INR)	<i>Permanent employees</i>	424.73	156.21	805.46	1644.00	3842.00
Annual Learning Hours	<i>Organization</i>	8.80	6.10	15.00	21.43	23.72
	<i>Permanent Employees</i>	8.82	6.13	14.11	21.50	23.80
	<i>Functional Learning Hours</i>	4.21	2.24	8.22	16.20	20.8
	<i>Behavioural Learning Hours</i>	4.61	3.89	5.89	5.30	3

E.2 Learning Hours		2019-20	2020-21	2021-22	2022-23	2023-24
		Headcount in Category				
Learning Hours by Management-levels	<i>Senior Management</i>	2.78	1.96	6.37	17.56	9.45
	<i>Middle Management</i>	10.35	7.37	14.47	21.92	20.04
	<i>Junior Management</i>	8.17	5.48	14.72	21.66	28.81
Learning Hours by Gender-group	<i>Male</i>	8.15	5.76	13.19	21.11	24.34
	<i>Female</i>	12.97	8.19	18.52	23.47	21.02

Details of training on Environment, Health & Safety

Training on environment, health and safety		2022-23	2023-24
Fatalities	Employees	44.7%	56.6%
	Workers	100%	100%

Note: Construction workers employed through contractors and our employees at sites are regularly provided training environment, health and safety measures which includes topics such as accident investigation and reporting, construction waste management methods, EHS alert, emergency response plan, environment protection, pollution control etc.

E. Health & Safety

F.1 Absenteeism		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Absenteeism	Organization	0.06%	0.08%	1.00%	1.30%	1.27%

F.2 Fatalities		2019-20	2020-21	2021-22	2022-23	2023-24
Fatalities	Employees	0	0	0	0	0
	Worker	2	0	1	1	0

F.3 Lost Time Injury Frequency Rate		2018-19	2019-20	2020-21	2021-22	2022-23
Lost Time Injury Frequency Rate - Employees	LTIFR (n/millions hours worked)	0.232	0	0	0	0
	Data coverage (as % of employees)	100%	100%	100%	100%	100%
Lost Time Injury Frequency Rate – Worker	LTIFR (n/millions hours worked)	0.068	0.049	0.152	0.054	0.049
	Data coverage (as % of contractors)	100%	100%	100%	100%	100%

Note: Absenteeism target for FY24 was 1%; LTIFR - Lost Time Injury Frequency Rate

G. Discrimination and Harassment

G.1 Incidents/Complaints		2019-20	2020-21	2021-22	2022-23	2023-24
Harassment/Discrimination Incidents/complaints reported	Sexual	0	0	0	0	0
	Non-Sexual	0	0	0	0	0

G.2 Training on Mandatory Policies		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Coverage - Permanent employees	<i>POPSH</i>	42.83%	25.00%	99.90%	100.00%	100.00%
	<i>Code of Conduct</i>	38.02%	92%	100.00%	100.00%	100.00%

H. Employee Engagement

H.1 NPS (Net Promoter Score)		2022-23	2022-23	2023-24
Current employees	<i>Organization</i>	59	59	61

H.2 Freedom of Association		2019-20	2020-21	2021-22	2022-23	2023-24
		%	%	%	%	%
Employees represented by an independent trade union or covered by collective bargaining agreements	<i>Organization</i>	0	0	0	0	0

CUSTOMER SATISFACTION DATA

	2019-20	2020-21	2021-22	2022-23	2023-24
Score^	4.44	4.56	4.6	4.64	4.73
Respondent's Coverage %	99	87	99	98	96

Note:

1. ^CSAT (Customer Satisfaction) Score is derived basis the questions asked to the customers which they rate on a scale of 1-5 (1- Lowest, 5-Highest).
2. CSAT Score is measured at 3 different stages of the customer life cycle - i.e. Registration/Sustenance/ Possession of the units.
3. CSAT Score target for FY24 was 4.6

SUPPLY CHAIN MANAGEMENT DATA

% of input material (inputs to total inputs by value) sourced from local or small-scale suppliers	2021-22	2022-23	2023-24	2025 Target
<i>Directly sourced from MSMEs/ small producers</i>	39.7%	35.0%	29.0%	-
<i>Percentage of suppliers geo-mapped (based on spend value)</i>	60.5%	72.0%	78.0%	> 90%
<i>Sourced directly from within 400 kms (based on spend value, from geo-mapped suppliers)</i>	69.8%	72.1%	77.1%	Progressive increase YoY

Identification of Significant Suppliers	2023-24
<i>Total number of Tier-1 suppliers</i>	1906
<i>Total number of significant suppliers in Tier-1</i>	214
<i>% of total spend on significant suppliers in Tier-1</i>	51
<i>Total number of significant suppliers in non Tier-1</i>	6
<i>Total number of significant suppliers (Tier-1 and non Tier-1)</i>	220

Sustainability Assessment	2023-24
<i>Total number of significant suppliers assessed</i>	190
<i>% of significant suppliers assessed</i>	89%
<i>Target for FY24</i>	214
<i>Number of significant suppliers improvement plan and capacity building program</i>	190