

# Make Living Better

ESG Report FY 2024-25



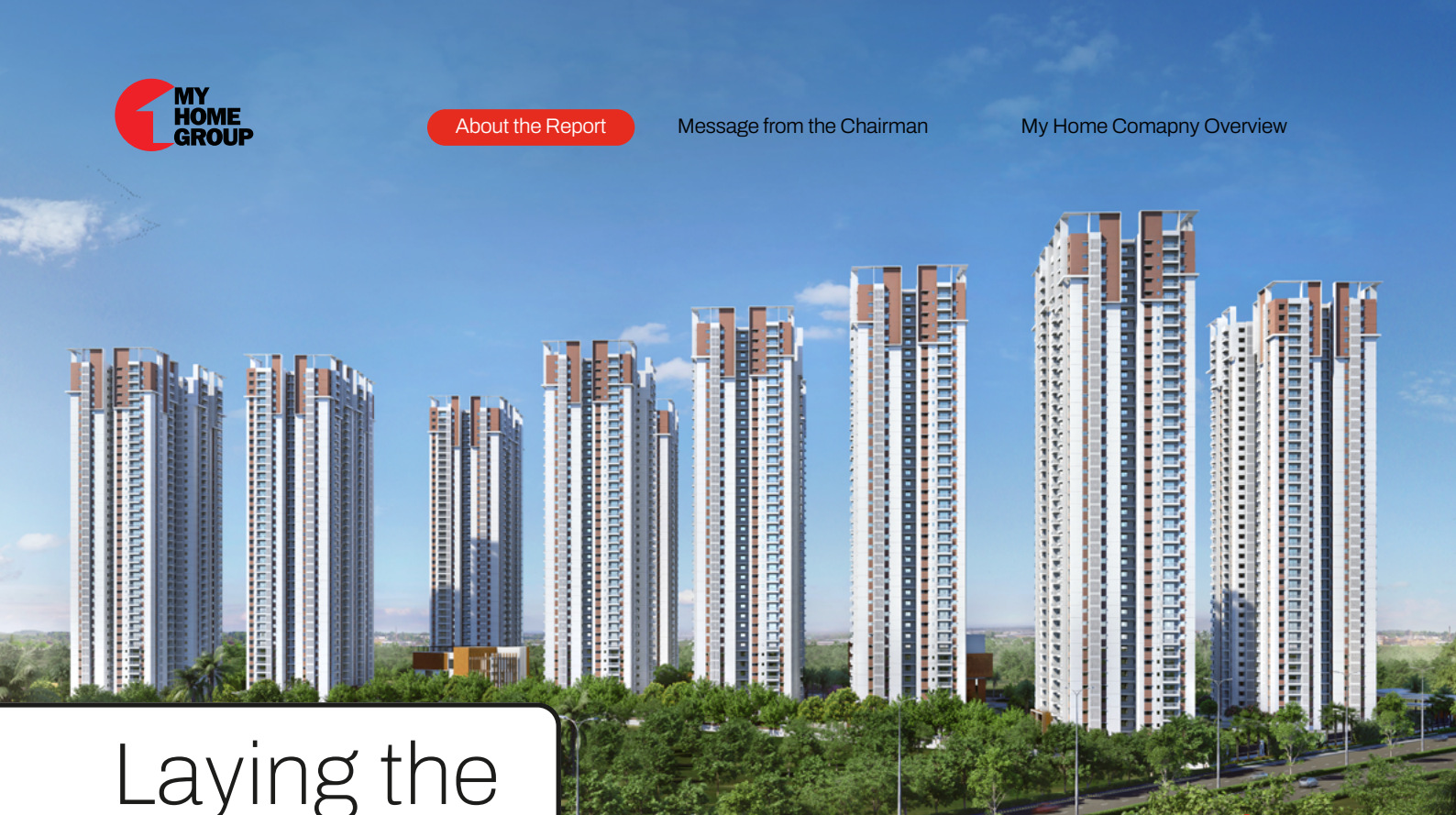




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# Laying the Groundwork



## About the Report

This ESG Report FY 2024-25 marks a pivotal milestone in My Home Constructions Pvt. Ltd.'s (MHCPL) journey to embed sustainability into the core of its operations. Guided by our enduring philosophy of "Making Living Better," we are reimagining what responsible construction means in the context of a rapidly evolving real estate sector.

We acknowledge that our responsibility extends beyond the delivery of exceptional buildings. It involves a steadfast commitment to integrating Environmental, Social, and Governance (ESG) principles into every aspect of our business. While we are at the beginning of this journey, we are dedicated to making sustainable practices a core part of our operations from design ideation to project handover and long-term operations. By showcasing how sustainability can be actioned on the ground, we aim to demonstrate our commitment to continuous improvement and accountability across all our projects.

The report is prepared in reference to the Global

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Reporting Initiative (GRI) Standards 2021 update, ensuring robust and transparent disclosures that facilitate a holistic understanding of our ESG performance. The content also reflects our commitment to identifying and addressing climate-related risks and opportunities, in-line with global best practices and sustainability principles.

By mapping material topics and incorporating feedback from stakeholders including customers, employees, communities, and partners, we are reflecting a balanced view of our sustainability journey in this report. It is capturing the progress we are making, the challenges we are facing, and the goals we are setting for the future. We also conducted peer benchmarking with our peers in the real estate industry to further enhance our understanding and strategic approach. Through this approach, we are aiming to build a deeper understanding of how we are embedding ESG principles into our operations, fostering long-term relationships with stakeholders, and strengthening our resilience in an evolving global sustainability landscape.

## Reporting Boundary

This ESG Report 2024-25 covers the operations and ESG performance of My Home Constructions for the financial year April 1, 2024, to March 31, 2025. The report scope includes all projects and operations under our direct control, covering residential and commercial developments in India.

Our material impacts extend beyond project boundaries, encompassing key elements of our value chain such as energy use, water management, waste minimization, and stakeholder well-being. Where applicable, we have also included relevant data from supply chain partners, contractors, and service providers; reflecting a holistic view of our operational footprint.

## Reporting Period, Scope and Assets

This report reflects our ESG activities, data, and insights for the period April 1, 2024, to March 31, 2025. Wherever feasible, we have provided historical data for comparison, illustrating year-on-year progress and trends.

The report covers the following assets managed in Hyderabad, Telangana by My Home Constructions, demonstrating our commitment to sustainable development through relevant pre-certifications:

<b>Hyma Developers Pvt Limited</b>	Grava Business Park	LEED BD+C – Platinum Pre-certified
	My Home 99	IGBC Green Homes V3 – Platinum Pre-certified
	Grava Residencies	IGBC Green Homes V3 (Ongoing)
	Precast Unit	LEED O+M – Gold Certified
<b>Tellapur Technocity Pvt Limited</b>	My Home Sayuk	IGBC Green Homes V3 – Gold Pre-certified
	My Home Avali	IGBC Green Homes V3 – Gold Pre-certified
	My Home Akrida	IGBC Green Homes V3 (Ongoing)
<b>Aqua Space Developers</b>	My Home Twitza	LEED O+M – Platinum & WELL HSR Rating
	My Home Nishada	IGBC Green Homes V3 – Platinum Pre-certified
<b>Divija Commercial Properties Ltd</b>	The Skyview	LEED O+M – Platinum & Gold, WELL HSR Rating, True Zero waste – Gold Certified
<b>My Home Constructions</b>	Hy Home Apas	IGBC Green Homes V3 – Gold Pre-certified
	My Home Raka	IGBC Green Homes V3 (Ongoing)

- Commercial (Ongoing)
- Residential (Ongoing)
- Manufacturing Operational

These assets reflect our commitment to sustainable development, aligning with global standards and paving the way for responsible property development and management.

**Contact:** For questions or feedback regarding this report, please reach out to:

**Mr. Venugopala Rao Sranganam**

AVP – Projects & Sustainability

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# Messages from the Leadership

## Chairman's Message

Established in 1981, My Home Constructions build spaces that 'Make Living Better.' Every residential and commercial building we construct is an opportunity to push boundaries, rethink efficiencies, and lead the way in creating a future-ready built environment. This second edition of our ESG Report for FY 2024-25 is more than a statement of our progress; it reaffirms our belief that sustainability is no longer about doing less harm; it is about doing more good.

Our operations are rooted in performance and sustainability, sparking innovation with smart energy systems customized for local climate and advanced building management technologies that elevate energy efficiency. Our proactive approach in embracing new technologies, such as BIM in design, precast construction methods, and optimized energy-efficient layouts—to move toward Net Zero goals in energy, water, and carbon. The integration of solar photovoltaic modules and high Solar Reflective Index coatings further reduces energy consumption and carbon emissions.

To date, we have undertaken significant sustainability initiatives that reflect our strong commitment to green construction. Over 12 million square feet have been IGBC certified, with an additional 20 million square feet pre-certified and a target of 20.6 million square feet in progress. We have also achieved 4.2 million square feet in LEED

pre-certifications and 5.2 million square feet under LEED O+M certification (Commercial), reinforcing our alignment with global sustainability standards. Furthermore, 4 million square feet are TRUE certification, with the 4.2 million square feet area targeted for Net Zero certification in water, energy, waste and carbon—setting new benchmarks in the industry.

Through initiatives like the JNAN Knowledge center and E-Library, we foster organizational excellence, each year conducting around 200 training sessions along with thousands of trainings in all project sites for all our employees, to enhance knowledge and successful implementation of sustainability standards.

Our active involvement in the CII Telangana ESG Forum bolsters our ESG policies, fostering collaboration and sustainable practices for long-term growth.

We recognize that sustainability is a continuous journey, one that demands discipline, agility, and a solid commitment to improvement. This report reflects our team's dedication: our engineers, architects, and project teams who are building smarter, greener, and more resilient spaces every day.

Looking forward, we focus on intentional execution, learning from each project, refining our processes, and adhering to our philosophy of "Make Living Better". Our vision guides us to create spaces enhancing well-being, resilience, and community connections, contributing to a sustainable, low-carbon future. By embedding sustainability in our value chain and aligning with global benchmarks, we

aspire to set exemplary standards in environmental stewardship, social responsibility, and governance excellence.

Together, let's ensure every square foot contributes to building a better today and shaping a promising tomorrow for future generations.

“

Our vision is to achieve excellence by embracing cutting-edge technologies and adopting responsible practices that safeguard people and respect the planet. We are committed to building a lasting legacy that reflects our core purpose:

“Make Living Better.””

**Dr. Jupally Rameswar Rao**

Chairman  
My Home Constructions





## Executive Vice Chairman's Message

Our journey toward sustainability has evolved steadily and strategically. Over the years, we have moved from viewing sustainability as a compliance requirement to embracing it as a core business driver. This shift has been shaped by reviewing environmental risks, evolving consumer expectations, regulatory momentum, and most importantly, our own belief that responsible growth is the only viable path forward.

We are proud to present the second edition of our ESG report, reinforcing our long-term commitment to sustainable growth and transparent governance. In FY2024–25, we embedded ESG principles across all our departments like planning, safety, quality, procurement, contracts, construction, operations etc. We began with a focus on green certifications and energy efficiency. But today, our approach is far more integrated. Our strategy now directly supports business goals such as cost optimization, climate resilience, water security, and digital efficiency ensuring we build not just structures, but sustainable systems. For us, sustainability is not a shift; it is a natural progression of our founding value “Make Living Better”.

Our initiatives have been recognized by leading authorities, earning us the Global Sustainability Leader Award for two consecutive years in UK Parliament and Green Champions Awards from IGBC -a true reflection of our ongoing commitment and continuous efforts toward sustainability.

As a part of our journey, many changes have been implemented like upgrading our Heating, Ventilation, and Air Conditioning (HVAC) systems for better energy performance, using high-SRI surfaces to reduce heat absorption, and designing buildings that consume less and conserve more. In that, we scaled our rooftop solar installations, expanded use of SmartCheck and Building Information Model (BIM) for design accuracy, and applied EPD and GreenPro-certified materials across projects to minimize environmental impact.

Our FY2024–25 milestones reflect our progress:

- Net Zero Water and Waste Targets implementation is well underway across our commercial properties Design & Constructions level with Grava Business Park and extending to other key projects.
- We achieved Green Certifications LEED O+M Platinum at Twitza, IGBC precertification Gold at My Home Sayuk, My Home Avali, My Home Apas and WELL HSR for My Home Twitza commercial assets.
- For the first time, we participated in GRESB and received a score of 92, affirming the maturity of our ESG systems for Hyma Developers Pvt Ltd.
- No environmental or safety non-compliance incidents were reported, and safety training were conducted.
- From 7D BIM to SmartCheck dashboards, My Home Twitza is being monitored with real-time performance metrics, helping us align with our ESG targets faster.

We see our role in the city's transformation as more than just developers; we strive to be sustainability enablers. Our focus on green smart homes, water-positive communities, and digitally integrated buildings is aimed at shaping Hyderabad's urban future. With over 39 million sq. ft. of total built-up area delivered and 50 million sq. ft. under construction, the responsibility we hold toward sustainability is significant, and we continue to work diligently toward achieving this vision.

What excites us most is not just what we have done, but what we are yet to do. In the coming years, we will scale our Net Zero Carbon roadmap, deepen circularity across our projects, and continue innovating with low-carbon technologies. We are embedding Climate Risk Assessments (CRA), pushing for embodied carbon tracking, and piloting projects that go beyond compliance to deliver real impact.

This report reflects our commitment to build with intention, and act with responsibility. We thank our stakeholders, investors, residents, employees, suppliers, and communities for their continued belief in our vision.

Together, let's keep raising the bar. Let's build better, smarter, and more sustainably.

“Our commitment to excellence leads us to integrate practices that safeguard people and the planet. Each project is an opportunity to exceed expectations, foster healthier communities, and contribute to a sustainable future.”

### Mr. Jupally Ramu Rao

Executive Vice Chairman  
My Home Constructions





# FY 2024-25

## ESG Snapshot

FY 2024–25 marked a significant step in My Home Constructions’ ESG journey, driven by the aspiration to align with global performance standards and build future-ready infrastructure. We accelerated progress across our environmental, social, and governance pillars. Our efforts this year reflect a maturing ESG strategy backed by policy formalization, emissions disclosure, stakeholder engagement, and risk governance—all integrated into our operational decision-making processes.

Our ESG approach is underpinned by a Board-approved ESG Policy rolled out in January 2025. The policy outlines actionable commitments across 14 environmental, 6 social, and 6 governance elements. The ESG Committee and Working Group have been instrumental in tracking implementation through quarterly meetings, while aligning reporting disclosures to GRESB indicators and enhancing readiness for global assurance standards.

### Environmental Highlights

In FY 2024-25, we continued to expand the scope and depth of our low-carbon transition efforts across both development and operational portfolios.



100% electricity at The Skyview sourced through green tariffs, eliminating 18,600 tCO<sub>2</sub>e emissions.



VRF/VRV systems and zero-HCFC refrigerants standardized across projects.



Efforts align with Net Zero by 2050 target and GRESB environmental standards.



Operational solar capacities of 100 kWp at Skyview and 20 kWp at Twitza, with 2.3 MW under development.



Energy consumption totaled 260 TJ with a growing renewable share.

### Social Performance & Community Engagement

Our emphasis on workforce well-being, DEI, and stakeholder trust created measurable impact:



Zero major safety incidents across projects.



19,250 training hours in safety, quality, and DEI at My Home Knowledge Centre.



POSH Policy ensures 90-day grievance resolution and whistleblower protection.



Community programs impacted over 100 students through Shikshaantra Plus.



Social strategy aligns with global frameworks, with embedded data-driven impact measurement.

### Governance & Risk Management

Our governance framework underwent significant enhancement this year with the adoption of:



A revised ESG Policy with oversight from the Management Committee and ESG Committee.



Defined roles for ESG data owners, reviewers, and approvers across business units.



ESG KPIs integrated into executive performance appraisals, reviewed annually.



A new Vigilance & Whistleblower Mechanism, reinforced by a Code of Conduct.

The strides made this year in aligning our ESG efforts with global benchmarks underscore My Home Constructions’ dedication to excellence and community impact. We are poised to continue building on this foundation, fostering innovation, inclusivity, and sustainability in every project we undertake.



# About My Home Constructions

Following our FY24 ESG Snapshot and its impact, we now turn to understanding the essence and vision that drive My Home Constructions Pvt. Ltd. This section delves into the foundational principles and strategic objectives that have guided our journey, shaping us into the organization we are today.

## Our Business and Operations

My Home Constructions has been one of the pioneers in shaping the skyline of Hyderabad since its establishment in 1981 and formal incorporation in 1992, as part of the versatile My Home Group. Our ventures extend over sectors like real estate,

incorporating key projects such as Hyma and Aqua Space Developers. With corporate headquarters strategically positioned at My Home Hub, Hitech City, Madhapur, Hyderabad, our operations primarily center around this vibrant city.

### Beyond Structures: Creating Ecosystems of Well-being

Guided by our core philosophy of “Making Living Better,” we transcend traditional real estate methodologies by fostering ecosystems that embody well-being, community connectivity, and long-term stakeholder value. This philosophy reflects across our comprehensive value chain, including land acquisition, design, construction, sales, marketing, and facility management. A robust network of suppliers, contractors, and service providers strengthens this ecosystem, ensuring seamless operations.

### Scale with Responsibility: Building for Tomorrow

With an impressive 39 million sq. ft. of built-up area delivered, My Home Constructions recognizes the environmental and social responsibilities tied to its scale. Strategic decisions, from material

sourcing to energy and water management, are made with mindful consideration of their impact on stakeholders and the ecosystem. Our teams prioritize sustainable procurement of materials with low embodied carbon and high durability, supported by certifications like EPD and GreenPro.

### Smart Integration: ESG Across the Value Chain

Sustainability is a core responsibility at My Home Constructions, embedded into every department and process. We leverage smart technologies, energy monitoring tools, and rigorous construction practices, including precast and modular methods, to minimize waste and emissions. Our smart systems enable real-time performance. This comprehensive ESG report reflects our journey, commitment to transparency, and dedication to delivering smarter, greener spaces that provide lasting stakeholder value.



## Our Purpose, Mission, and Values

Our purpose 'Make Living Better' drives us to create spaces that not only meet immediate needs but also foster environments that nurture communities and add long-term value.

Our core values are the foundation of our operations.

- Commitment to Excellence underscores our dedication to achieving superior performance and credibility.
- Innovation with Responsibility ensures we continuously evolve our practices, integrating smart technologies and sustainable solutions.
- Trust and Transparency foster solid relationships with stakeholders, including investors, through open communication and accountable practices.

Our values prioritize blending innovation with responsibility, we build trust with our stakeholders and investors, showcasing our efforts and results. These elements are key in driving forward our sustainability strategy, ensuring every project contributes positively to our collective goals and enhances investment appeal.

Our mission is to transform urban spaces into ecosystems that champion well-being and sustainability while aligning with international benchmarks, to attract and assure investors of our commitment to excellence.

We remain committed to aligning our purpose and mission with global standards and achieving benchmarks that highlight our sustainability efforts and investment readiness. We strive for excellence in every project, committed to delivering on promises that resonate with investors and support our growth trajectory as we align with ESG principles.

## Crafting Skylines: Our Portfolio and Projects

We are one of the dominant forces in the Hyderabad real estate sector with an impressive pipeline of futuristic developments. Our portfolio spans residential, and commercial each designed with a focus on excellence, sustainability, and stakeholder well-being.

Landmark projects such as My Home Twitza, Grava Business Park, and The Skyview testaments to our

commitment to blending architectural innovation with top-tier sustainability certifications, including LEED Platinum, IGBC Gold, and WELL ratings. In the residential realm, developments like My Home 99, Grava Residences, Akrida, Nishada, Sayuk, Raka, and APAS highlight our vision for creating vibrant, eco-friendly communities.

### The sustainability features reflected in our operational and development projects include:

- Good Indoor Air Quality
- Enhanced Biodiversity
- Natural Ventilation
- Recycle and Reuse Materials
- Water Filtration
- Smart Movement & Public Transport
- Rainwater Harvesting
- Reduce Single Use Plastics
- Solar Panels
- Waste to Compost

Our precast manufacturing facility stands as one of India's largest, with a capacity of 5 million square feet annually, ensuring efficient and sustainable construction solutions. The integration of advanced technologies like BIM, SmartCheck, and drone-based monitoring enables precision, optimizes resources, and significantly lowers environmental impact on site.





## Celebrating Excellence: Awards and Recognitions

FY 2024–25 marked a period of significant external validation for My Home Constructions, as we garnered industry-wide recognition for our advancements in sustainability, workplace safety, and responsible construction. These awards affirm our leadership in the real estate sector and underscore our dedication to creating safer, greener, and more inclusive spaces:

- 2024 LEED Certification for over 8.47 million sq. ft. and WELL Certification for 5.2 million sq. ft. of assets.
- 2024 British Safety Council 5-Star Rating for Health and Safety Management at Grava Business Park - T10 & T20
- 2025 Great Place to Work™ Certification for Hyma Developers Pvt. Ltd.
- 2025 Great Place to Work™ Certification for Tellapur Technocity Pvt. Ltd.

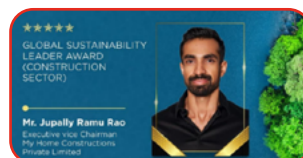


These achievements highlight our commitment to embedding ESG principles into our core operations and delivering tangible value to stakeholders.



### Best Sustainable Solutions Award

TFMC Summit 2024: Awarded to My Home Twitza at the 10th Telangana Facilities Management Council (TFMC) Summit by Hon'ble IT Minister Shri D. Sridhar Babu, recognizing our forward-thinking approach to sustainable architecture and system-level efficiencies in green development.



### Global Sustainability Leader Award

GSS Global Safety Summit, UK: Our Vice Chairman, Mr. Ramu Rao Jupally, received this recognition for demonstrating exceptional leadership in sustainability across My Home Constructions' operations and strategic direction.



### GSS International Safety Award

House of Lords, London: My Home Constructions was honored at the UK Parliament for exemplary global standards in site safety and ESG-compliant workplace practices.

These awards reflect our leadership in ESG-aligned infrastructure development and reinforce Grava Business Park's position as a flagship ESG-smart commercial property. Together, these recognitions affirm our role as a frontrunner in India's green construction movement and our commitment to aligning business outcomes with global sustainability goals.

## Industry Collaborations: Building with Collective Wisdom

We recognize that excellence and sustainability are products of collaborative efforts. As a founding member of the Indian Green Building Council (IGBC) and an active participant in CREDAI, CII ESG Forum, and TREDA, we are committed to driving sector-wide transformation within India's real estate and infrastructure ecosystem. Our involvement in the CII Telangana ESG Forum, for the year 2024-2025, highlights our dedication to embedding ESG principles across our operations.

Launched in 2024, the CII Telangana ESG Forum serves as a vibrant platform, bringing together stakeholders from diverse industries to engage in meaningful dialogue on sustainability challenges, share best practices, and drive ESG-focused action. Our active participation includes events such as the E-Launch of the ESG Forum, specialized certification programs on ESG understanding, and workshops on carbon accounting and sustainability strategy each designed to bolster our internal ESG capacity and align our practices with contemporary frameworks.

Our industry partnerships extend beyond these bodies to include collaborations with consultants,

technology providers, certification agencies, and suppliers. These collaborations ensure not only alignment with global ESG frameworks and SDGs but also foster capacity-building initiatives and adherence to ESG rating frameworks.

In addition, we have recently partnered with 'Resustainability' to enhance our waste management approaches, further integrating sustainable solutions into our operations. This joint effort underscores our unwavering commitment to establishing new benchmarks in responsible real estate development, fostering a culture of innovation, learning, and shared success in building a sustainable future.

Through participation in major events like the 1st ESG Summit at CII Telangana, we gain deep insights into global ESG trends and nurture strategic partnerships for sustainable transformation. As we continue this journey, our goal is to strengthen internal ESG policies, align with global benchmarks, and collaborate with like-minded organizations to realize lasting value for our stakeholders and the environment.



**Sustainability is how we future proof our growth. Every project is an opportunity to cut emissions, save resources, and create lasting value for our communities.**



**Mr. Venugopala Rao Srirangam**  
AVP-Projects & Sustainability





# Key Milestones in Our ESG Journey

## From Foundations to Future-Readiness

In FY 2023–24, My Home Constructions established the groundwork for ESG integration with the launch of our inaugural ESG report, aligning material topics, and setting policies around ESG priorities. This created a structured

baseline for our efforts. FY 2024–25 marks a transition from planning to action, focusing on implementing frameworks into tangible site-level and organizational advancements.

### Environmental Progress: Operationalizing Resource Stewardship

- The Skyview campus is TRUE Zero Waste Gold certified by GBCI; & its T10 and T20 source 100% green electricity
- Completed Climate Risk Assessment; achieved WELL Health-Safety Rating (HSR) for My Home Twitza.
- Solar capacity installation is underway to reach 2.3 MWp across development projects, enhancing energy support for common areas and directly reducing scope 2 emissions.
- Adopted EPD and GreenPro-certified materials across major construction sites.
- Zero discharge systems at two sites reuse approximately 200 million liters annually through closed-loop treatment and reuse.
- Over 60% of core materials by value hold carry Environmental Product Declaration (EPD) and GreenPro certifications, prioritizing Low Embodied Carbon (LEC) across high-rise and commercial buildings.
- Digital water stress mapping piloted, enabling aquifer sensitivity analysis and data-driven construction planning in priority zones.

### Smart Operations: Enabling Data-Led Efficiency

- Smart Building Infrastructure across five assets includes:
  - Centralized HVAC monitoring
  - Smart water meters
  - Building Management Systems (BMS) linked to site-level ESG dashboards
- BIM and Digital Twin integration in My Home Twitza and Grava Business Park led to a 13% to 15% reduction in rework and energy modeling errors.
- Drone-assisted monitoring piloted to track material flows and enable predictive maintenance for higher ESG transparency.

### People and Communities: Grounding ESG in Inclusivity and Safety

- Over 80% of staff have undergone green building training and digital upskilling.
- Zero Fatalities and No Major Incidents in FY 2024–25 across all operational sites.
- Establishing crèche facilities to support working parents and addressing women's health and safety concerns with targeted preparedness and training programs.
- On-site medical response and multilingual awareness programs now in place at all the active projects.
- Partnering with 'Yunikee' to support sign-language inclusive education across India.

### Governance and Assurance: Deepening Integrity and Resilience

- Climate Risk Framework Initiated, mapping site exposure to heat, drought, and flood risks as part of TCFD alignment.
- GRESB Readiness Programme Launched: internal scorecards, asset-level KPIs, and ESG disclosures benchmarked against global peers.

Our journey from foundational planning to robust performance reflects our commitment to continuously raising the bar. With digitization, resilience planning, and stakeholder inclusivity at the heart of our strategy, we are advancing toward credible, assured, and globally benchmarked ESG maturity.

“

**Innovation and sustainability are the cornerstones of our growth. By embracing green technologies and forward-thinking designs, we strive to set new standards in the construction industry. With purpose-driven building, we contribute to a more sustainable planet, one project at a time.**

”

**Mr. Jupally Vinod Rao**  
Director





# Voices That Shape Our Vision

## Stakeholder Engagement & Materiality Assessment

At My Home Constructions, we believe that listening to our stakeholders is fundamental to driving responsible growth and creating long-term value. Our ESG strategy is anchored in a clear understanding of the evolving expectations of our stakeholders: employees, customers, suppliers, contractual workers, community members, leadership, and regulatory peers ensuring that their voices directly inform our material priorities and sustainability roadmap.

We recognize that meaningful engagement is not a one-time exercise. It is an ongoing dialogue—one that guides our decision-making, helps us identify ESG risks and opportunities, and ensures alignment with national goals such as Net Zero 2050 and global frameworks.

### Engagement Approach: Diverse Voices, Unified Impact

In FY 2024–25, we conducted a robust and inclusive stakeholder engagement process involving primary respondents through online surveys and thematic consultations with employees, customers, suppliers, workers, community members and senior leaders. Additionally, desk-based benchmarking was conducted against ESG leaders in the real estate space to ensure that our performance expectations were externally validated.

Key questions centered around priority ESG themes under the Environmental, Social, and Governance pillars. Stakeholders were also invited to share open-ended inputs on what they expected from My Home Constructions in areas such as wellbeing, climate action, digitization, transparency, and inclusion.

## What We Heard: Stakeholder Priorities

The feedback gathered has offered rich insights into the material issues that matter most to our stakeholders. Across stakeholder groups, the following high-priority themes consistently emerged:



Business Ethics & Compliance  
(High across all segments)



Occupational Health & Safety  
(Especially among workers and leadership)



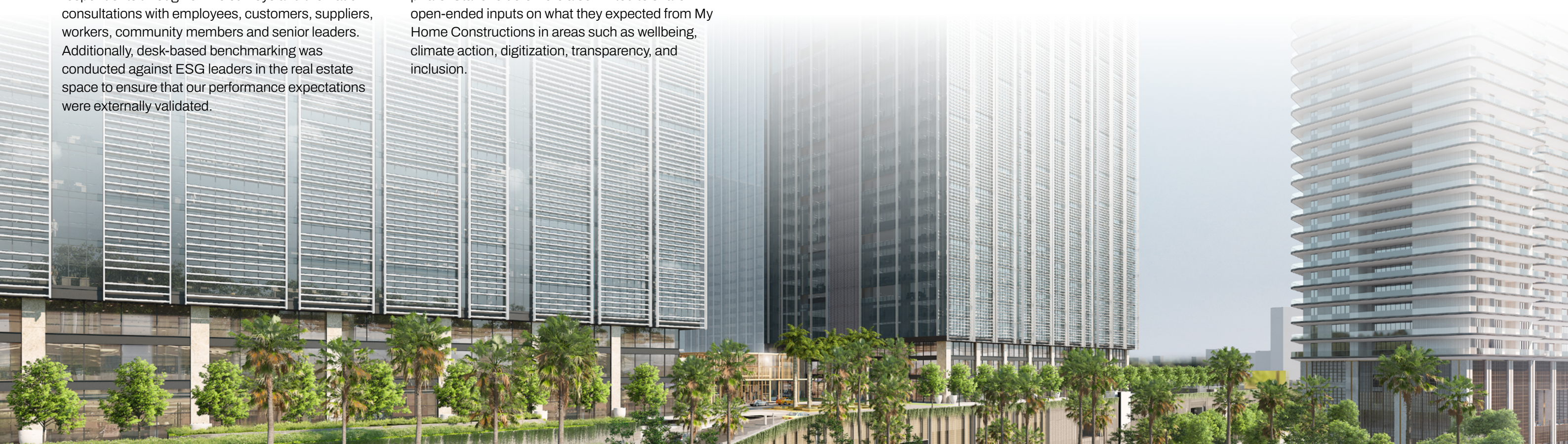
Climate Strategy and GHG  
Management (Strong signals  
from customers and suppliers)



Human Capital Management  
(Particularly emphasized by  
employees and management)



Waste & Water Management  
(Raised by employees,  
community, and senior leadership)

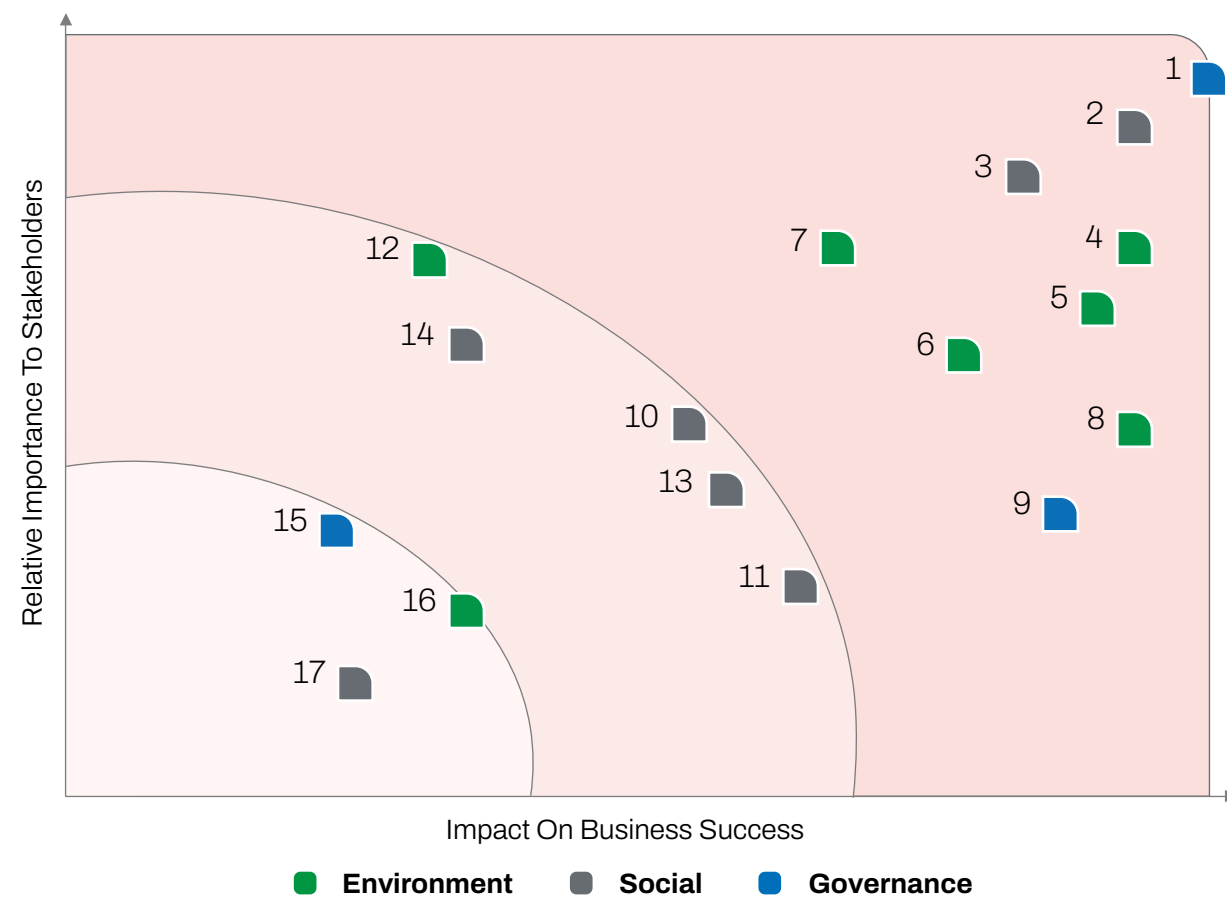




## Materiality Assessment: What Matters Most

Based on the stakeholder consultation and business impact analysis, material topics were plotted on a matrix to determine their relative priority. Nine topics emerged as very high priority, forming the foundation of our ESG strategy.

This materiality exercise aligns with the GRI 3: Material Topics (2021) standard and serves as a strategic compass, helping us focus our efforts where they are most needed—by our stakeholders and by the planet.



### ESG Focus Areas

#### Very High

1. Business Ethics & Compliance
2. Occupational Health & Safety
3. Human Capital Management
4. Water Management
5. Climate Strategy
6. Sustainable Procurement
7. Waste Management
8. Opportunities in Green Buildings & Technology
9. Corporate Governance

#### High

10. Diversity, Equity & Inclusion
11. Community Engagement
12. GHG Management
13. Customer Safety & Centricity
14. Human Rights

#### Medium

15. Business Resilience & Performance
16. Biodiversity
17. Data Privacy & Information Security

## Embedding Materiality in Decision-Making

Insights from this assessment have shaped our ESG framework, internal KPIs, and ESG roadmap. All the priority topics are directly mapped to our ESG chapters and performance metrics for FY 2024–25. Additionally, many of these areas are now being integrated into board-level discussions, digital transformation initiatives, and our climate risk scenario planning exercises.

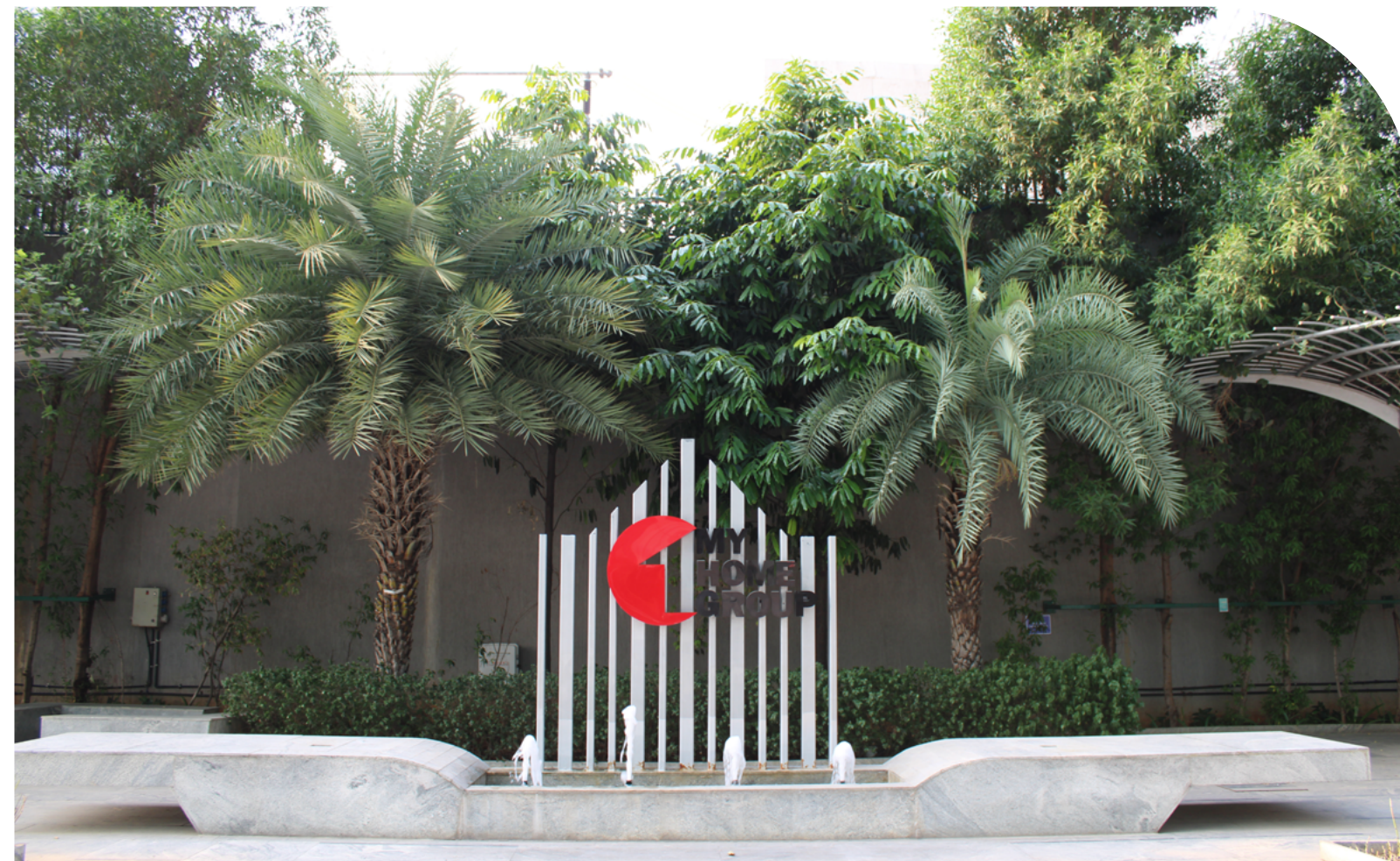
Going forward, we are committed to refreshing this engagement process at regular intervals, expanding dialogue formats (such as town halls, digital dashboards, and grievance channels).



**Strong governance and disciplined ESG integration are key to securing long-term value. We see sustainability not as a cost, but as an investment in resilient returns.**



**A. Srinivasa Rao**  
Chief Financial Officer







# Stewards of Sustainable Growth

## Our Board of Directors

The strength and foresight of our leadership continue to shape My Home Constructions into a future-ready, ESG-committed enterprise. Our Board of Directors comprises distinguished individuals with expertise spanning engineering, finance, operations, sustainability, governance, and strategic execution each contributing to our long-term vision of “Making Living Better.”

Together, they guide our journey in responsible real estate development, enabling us to remain agile and resilient amid evolving ESG expectations, regulatory landscapes, and market opportunities.

### Board Composition and Diversity of Expertise

The Board brings together professionals with decades of experience across India and global markets. Their insights support proactive governance, ESG integration, stakeholder trust-building, and strategic decision-making aligned with our material priorities and sustainability ambitions.



**Dr. Jupally Rameswar Rao, Chairman**

A first-generation entrepreneur with a DHMS in Homeopathic Medicine and a Science degree, Dr. Rao promoted My Home Constructions with a mission to transform urban infrastructure. Over two decades, he has expanded the group from a modest construction firm into a leading real estate and cement conglomerate, promoting values of efficiency, integrity, and sustainability across the business.



**Mr. Jupally Ramu Rao, Executive Vice Chairman**

With a background in Electrical Engineering and an MBA from Manchester Business School, Mr. Ramu Rao has supervised on technology integration, risk mitigation, and long-term project feasibility. He currently also serves as Executive Vice Chairman of My Home Constructions.



**Mr. Jupally Shyam Rao, Managing Director**

An M.Sc. graduate in Accounting and Finance from Manchester Business School, UK, Mr. Shyam Rao has served My Home Constructions since 2010 and is currently the Managing Director of My Home Constructions. He has overseen the successful execution of multiple large-scale residential and commercial developments, prioritizing financial discipline and ESG-aligned capital allocation.



**Mr. Jupally Vinod, Director**

Holding a master's degree in business management, Mr. Vinod has served the company in various leadership roles for over 15 years. He brings strong corporate governance acumen and has played a key role in aligning the company's development pipeline with regulatory and financial compliance.



**Mr. Jupally Ranjith Rao, Director**

An M.Sc. graduate in Accounting and Finance from Manchester Business School, UK, Mr. Shyam Rao has served My Home Constructions since 2010 and is currently the Managing Director of My Home Constructions. He has overseen the successful execution of multiple large-scale residential and commercial developments, prioritizing financial discipline and ESG-aligned capital allocation.



## Governance That Drives ESG Performance

Our board plays an active role in shaping My Home Constructions' ESG vision. They oversee the execution of climate risk scenario assessments, compliance with GRI, stakeholder engagement, and GRESB-aligned performance metrics. In FY 2024–25, our board approved a plan to study Climate Risk and Adaptation and advanced materiality re-assessments across eight stakeholder groups.

Annual board assessments are conducted to evaluate effectiveness, while ESG training and awareness modules are scheduled to deepen director-level understanding of emerging disclosure requirements and global standards.

Our directors recognize that robust governance is not merely a compliance requirement—it is a competitive advantage in an increasingly ESG-conscious global market. As we enhance our ESG readiness and plan for third-party assurance in upcoming reporting cycles, the board is committed to:

**Deepening ESG integration** into board agendas, risk assessments, and performance reviews.

**Driving disclosures** that support transparent, consistent, and comparable ESG reporting.

Our Board's unified direction enables My Home Constructions to achieve not only financial resilience, but also sustained impact through climate leadership, social stewardship, and strong governance practices. As we shape skylines, we also shape the governance landscape of responsible urban development.







# Better Living. Better Care for Governance and Profits



Having introduced the composition and professional diversity of our leadership team in the previous section, this chapter delves deeper into the structural and strategic aspects of My Home Constructions’ governance approach. Our board is

characterized by its collective stewardship, long-term strategic vision, and alignment with ESG values, all of which provide a robust foundation for responsible growth.


## Board Composition


### Governance Grounded in Purposeful Leadership


My Home Constructions is a real estate enterprise where business governance is deeply embedded in its legacy of stewardship, ethical foresight, and long-term value creation.

The Board is composed of executive leaders from the founding family along with senior professionals in key verticals such as projects, finance, legal, and business development.

The Companies Act, 2013 does not mandate the formation of board committees such as Audit, Nomination, or Risk for private companies below a specific threshold. Nonetheless, My Home Constructions aligns with its spirit by:

 Empowering departmental leaders to contribute to corporate strategy

 Delegating ESG review and implementation responsibilities to a dedicated Sustainability Team

 Maintaining open, periodic dialogue between senior leaders and project heads to evaluate risk and progress


Although board compositions are not governed by committee mandates, strategic planning and ESG integration are reviewed by the President–Projects and supported by inputs from multidisciplinary senior executives.






## Board Evaluation and Governance Improvement


My Home Constructions recognizes that a high-functioning governance ecosystem depends on introspection and forward planning. While a formal board evaluation mechanism does not currently exist due to its private structure, the leadership team voluntarily undertakes governance introspection through informal reviews, peer benchmarking, and


 Reviewing and integrating ESG-related KPIs, such as project energy efficiency and EHS compliance, into performance evaluations for senior leadership to align with ESG performance objectives.

 Codifying processes that track ESG-related risks, grievances, and mitigation.

sectoral insights gathered from forums such as the CII ESG Forum and IGBC.

In FY 2024–25, the company’s leadership began exploring practical pathways to enhance governance maturity without compromising the firm’s agile decision-making culture. This includes:

 Considering ways to structure internal ESG reviews as a proxy for formal audit committees.

 Expanding the scope of the Sustainability Team to undertake ESG materiality reviews and risk reporting regularly.

While the traditional boundaries of board evaluation do not apply under current corporate law obligations, the company remains committed to elevating

governance standards and transparently reporting on its ongoing evolution.

“

**Our board’s vision is to design spaces that meet today’s needs while paving the way for a healthier, greener future. Through our initiatives, we strive to transform the real estate industry into a benchmark for sustainability.**



**Mr. Jupally Ranjith Rao**  
Director

”

### From Compliance to Commitment: Embedding Safety Leadership at My Home



Aligned with its commitment to governance improvement, My Home Constructions held a Safety Leadership Workshop with the British Safety Council. Led by Mr. Nicholas Wharton, the workshop aimed to shift from compliance to commitment in safety culture. Senior leaders explored themes like ‘Just Culture’ and proactive error response, focusing on trust, open reporting, and leading by example. This led to a mindset shift, emphasizing safety as a shared responsibility. Leaders made personal commitments, formed a safety action group, and improved communication. Despite initial resistance, the initiative laid a foundation for safer environments, positively impacting over 1,000 site workers and highlighting that safety leadership starts at the top.

The workshop increased leadership awareness of their safety impact, resulting in personal commitments, alignment with the “Make Living Better” mission, the formation of a safety action group, and better communication between safety teams and management. The shift towards safety as a top-down priority is underway, benefiting over 1,000 site workers.

## Ethics, Policies & Compliance

### “Integrity First, Always”

My Home Constructions has long viewed ethical business conduct as a strategic differentiator. Although the Companies Act 2013 imposes only limited governance requirements on a private company of our scale, we voluntarily apply many public-company practices, nonetheless.

Governance Pillar	FY 2023-24 Baseline	FY 2024-25 Delivery
<b>Code of Conduct</b>	Policy published; 82% staff trained	96% refresher completion; sealed suggestion box installed and QR sticker displayed at every site
<b>Supplier Ethics</b>	Signed by Tier-1 vendors only	Supplier Code of Conduct executed for all new vendors; first ethics clause embedded in master purchase order
<b>Whistle-Blowing &amp; Grievance</b>	Single e-mail channel	Four-channel system (webform, HR hotline, sealed drop-boxes, QR link); 90 % of cases closed < 45 days
<b>Anti-Corruption</b>	One-off training	Two “Integrity Weeks”, random procurement audits; zero material findings



## Ensuring Ethical Conduct

To uphold ethical standards, our organization relies on a robust whistle-blower system, allowing anonymous reporting of unethical practices to the Vigilance Officer for thorough review. Additionally, a half-yearly ethics dashboard is prepared for the

Director of Projects, who briefs the Board on key metrics and trends, ensuring leadership remains informed and vigilant in maintaining ethical governance and accountability.

## Policies & Procedures – Our Governance Library

A robust policy framework guides day-to-day decisions. As of March 2025, 20 active corporate policies are in force.

Theme	Policy Documents	
<b>Corporate Integrity</b>	<ul style="list-style-type: none"> <li>○ Code of Conduct</li> <li>○ Vigilance Policy</li> </ul>	<ul style="list-style-type: none"> <li>○ Vigilance Procedure</li> <li>○ Conflict-of-Interest Self-Declaration Form</li> </ul>
<b>People &amp; Welfare</b>	<ul style="list-style-type: none"> <li>○ DE&amp;I Policy</li> <li>○ Human Rights Policy</li> <li>○ POSH Policy</li> </ul>	<ul style="list-style-type: none"> <li>○ Employee Remuneration Policy</li> <li>○ Job Responsibility Level Policy</li> <li>○ Consultant Policy</li> </ul>
<b>Health, Safety &amp; Environment</b>	<ul style="list-style-type: none"> <li>○ HSE Policy</li> <li>○ OHS&amp;W Manual</li> </ul>	<ul style="list-style-type: none"> <li>○ Fire Safety Policy</li> <li>○ IMS Policy</li> </ul>
<b>Supply Chain</b>	<ul style="list-style-type: none"> <li>○ Supplier Code of Conduct</li> <li>○ Sustainable Procurement Policy</li> </ul>	
<b>Information Governance</b>	<ul style="list-style-type: none"> <li>○ My Home Constructions IT-Security Policy</li> </ul>	<ul style="list-style-type: none"> <li>○ Data-Protection &amp; Privacy Policy</li> </ul>
<b>CSR &amp; ESG</b>	<ul style="list-style-type: none"> <li>○ CSR Policy</li> </ul>	<ul style="list-style-type: none"> <li>○ ESG Policy 2025</li> </ul>

My Home maintains a robust vigilance mechanism to address misconduct with fairness, confidentiality, and accountability.





## ESG Governance: Building a Culture of Accountability

At My Home Constructions, governance of ESG principles is not treated as a parallel or peripheral function it is central to how we conduct business, evaluate risk, and define progress. ESG governance at My Home Constructions is coordinated through a decentralized but accountable structure that embeds sustainability into executive decision-making, departmental strategy, and project delivery.

While the company does not maintain formal board sub-committees for ESG management as exempt

under applicable sections of the Companies Act, 2013 for private limited companies it ensures strategic supervision through the office of the Director – Projects. The ESG governance process begins at the functional level with inputs from EHS, Procurement, and HR departments, and is consolidated by the Sustainability Team. This internal team reviews, validates, and submits data, with final review resting with the Director – Projects.



### Management Committee

Director- Projects

President

CFO

### ESG Committee

Sustainability Head®

Project Head

HSE Head

Architectural Head

Security and  
Vigilance

Legal Compliance  
Officer

Commercial  
Head

HR and  
Admin Head

Contracts Head

Procurement Head

### ESG Working Group

Sustainability SPOC

Projects SPOC

HSE SPOC

Architectural SPOC

Security and  
Vigilance SPOC

Company Secretary  
SPOC

Commercial  
SPOC

HR and Admin  
SPOC

Contracts SPOC

Procurement SPOC

CSR SPOC

IT SPOC

Operations SPOC



## Cross-functional Knowledge Building and ESG Competency

My Home Constructions has placed strategic emphasis on internal capability building. Employees across levels were trained in FY 2024–25 through sessions on ESG disclosure standards, Life Cycle Assessment (LCA), and sustainable building practices. The Sustainability Team also participated in key external forums such as the CII ESG Forum, Sustainability Summit at Dr. Reddy's Lab, and the IGBC Green Building Congress. These sessions enabled the company to benchmark its performance and set evidence-based improvement areas, particularly in energy use, water consumption, and sustainable procurement.

## Policy Framework Supporting ESG Governance

To ensure a sound governance environment, My Home Constructions has instituted a broad suite of policies that reinforce ethical behavior, procedural clarity, and responsible conduct. The Sustainability Team works closely with the HR and Legal departments to ensure that the provisions of these policies are communicated to all stakeholders, including third-party vendors, during onboarding and annual compliance audits. Policy communication is supported by training programs, documentation protocols, and performance reviews. Although the current governance structure reflects the company's scale and legal status, the direction remains future-focused, emphasizing transparent disclosures, proactive risk anticipation, and stakeholder-led sustainability.

### Raising the Bar: Business Ethics by the Vigilance Team



To embed ethical conduct and transparency, My Home Constructions Pvt. Ltd. launched a Vigilance-led integrity initiative during 2024–25, featuring the E-Pledge of Integrity and focused ethics workshops.

964 employees pledged digitally, while sessions addressed anti-bribery practices, security vigilance, and ethical conduct in field operations. 1,000+ direct beneficiaries, higher accountability across departments, and ethics as a core business enabler.



## Information and Risk Management

At My Home Constructions we understand the critical role of Information and Risk Management in sustainability. This involves safeguarding the data that drives our decisions and maintains our corporate integrity. Our commitment to information security is integral, aiming to build trust through both physical and digital security measures. We focus on understanding risks and proactively mitigating them to ensure robust and ethical operations.

### Information Security

In today's interconnected world, safeguarding information is essential for maintaining trust and transparency. At My Home Constructions, information security is central to our governance strategy, supporting relationships with customers, employees, and partners. We take a proactive and comprehensive approach to protect both digital systems and physical infrastructures.

**Cybersecurity by Design:** Our IT team implements multi-layered security policies, securing workstations with licensed antivirus software, firewalls, and real-time threat monitoring. Regular training sessions uplift employee awareness of risks like phishing and malware, ensuring they act as guardians of digital integrity.

**Smart and Secure Spaces:** Beyond digital security, we enhance physical security with biometric access controls, CCTV surveillance, and regulated visitor entry. Confidential documents are securely stored, with strict shredding protocols for data disposal.

**Policy-Driven Protection:** Our Information Security Policy is continuously updated to meet regulatory standards and risk assessments, enforcing strict data access protocols, encryption, and secure backups. Our dynamic security vision adapts to evolving threats as we expand digital capabilities, ensuring security remains a daily commitment.

### Elevating Efficiency: Drone Monitoring Across Construction Sites



My Home Constructions Pvt. Ltd. implemented drone-based project monitoring in 2023 to digitize site inspections, enhance safety, and reduce manual supervision across 10+ construction sites. Drones enabled high-resolution aerial imagery, 3D mapping, and virtual site walkthroughs—allowing remote stakeholder access and faster decision-making with reduced on-ground risk. 300+ team members benefited, site visits cut by 40–50%, operational efficiency improved, and emissions reduced through smarter mobility.



## Risk Governance

My Home Constructions places great importance on risk governance, essential for protecting our people, projects, and the planet. This is managed at the highest level by the Board, led by the Executive Vice-Chairman, who sets our risk appetite and receives quarterly reports on various exposures. A three-line accountability model ensures comprehensive risk management:

### First Line



#### Business & Project Teams

Maintain live risk registers and apply “Go/No-Go” gates at project stages.

### Second Line



#### Functional Specialists

Develop policies and controls for projects, ensuring adherence to standards like SMART-Platinum.

### Third Line



#### Assurance

Conduct internal audits to evaluate risk management, with reports going directly to the Board.

Our risk appetite targets bold yet cautious growth, accepting moderate strategic risks while rigorously safeguarding health, safety, environment, ethics, and data security. This appetite is reviewed annually to align with changing conditions and expectations.

“

**Delivering quality homes is our passion. Our responsibility extends beyond constructing buildings; it's about designing spaces that lead the way in energy efficiency, minimize environmental impact, and promote the health and well-being of communities. Every square foot we build is a step forward in our march toward sustainability, reflecting our commitment to innovation and the highest standards of quality. Together, we are shaping a future where, living better also means living responsibly, one project at a time.**



**Mr. Jupally Shyam Rao**  
Managing Director

”

## Risk Management & Our Approach

Effective risk management is vital for growth and stakeholder trust at My Home Constructions. We view risks as opportunities to strengthen our foundation. We proactively address risks through the following measures:

### Early Signals, Informed Actions



Regular inspections and cross-functional consultations help us identify vulnerabilities across strategic, operational, environmental, and compliance concerns, with a focus on real estate-specific risks like regulatory changes and construction delays. We are vigilant about ESG-related risks like climate change and resource scarcity.

### Understanding Risk Complexity



We use a multi-dimensional matrix to prioritize risks based on likelihood, impact, and safeguards, promptly escalating high-priority concerns to our Risk Management Committee.

### Our Blueprint for Managing Risk



Our approach involves proactive planning and responsive controls, driven by training sessions, audits, SOPs, and Business Continuity plans. We address specific risks through targeted strategies, such as using technology to tackle water scarcity and securing global certifications for reputational management.

### From Risk to Resilience



Our risk management enables resilience and innovation, adapting to climate volatility and regulatory changes. By integrating robust identification systems and mitigation strategies, we turn risks into components of our broader ambition, committed to global best practices for a future-ready infrastructure.

Our robust governance infrastructure combined with our evolving risk-management practices empower My Home Constructions to aim for dynamic growth while safeguarding stakeholder value, reinforcing our commitment not only to today's operations but to a secure and sustainable future.



### Enhancing Risk Management: Smarter Construction management



My Home Constructions Pvt. Ltd. adopted the Opticvyu platform for better risk management across key projects, using time-lapse cameras and 360° imagery to allow real-time monitoring and reduce dependency on physical inspections. This approach improved transparency and minimized oversight risks. With visual dashboards, daily imaging, and remote access, teams accurately tracked progress, reducing coordination delays, speeding up procurement decisions, and enhancing quality control documentation.

The technology enabled remote reviews, improved planning accuracy, and strengthened contractor performance at Sayuk, Nishada, Grava, and Raka sites, mitigating risks associated with traditional methods

## Climate Risk and Mitigation

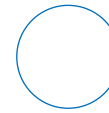
The Climate Risk Assessment (FY 2024–25) for HYMA Developers highlighted significant risks such as severe water stress, rising heat levels, increased rainfall, stronger wind events, and wildfires. These challenges pose a threat to construction timelines, operational costs, infrastructure resilience, and workforce productivity for My Home Constructions.

In response to Hyderabad’s evolving climate realities, we conducted a comprehensive Climate Risk Assessment across flagship assets, including Grava Residences, Grava Business Park, My Home 99, and the Precast Manufacturing Unit.

We adopted a four-step methodology involving sector-specific secondary research, geo-spatial data collation, scenario analysis based on NGFS and IPCC projections, and mitigation plus financial estimation.

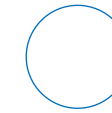
We assessed both physical and transition climate risks using public tools and peer data, revealing vulnerabilities such as heat and water stress, HVAC load stress, rainwater ingress, and equipment overheating. Our climate scenario modelling shows potential increases in cooling demand, groundwater depletion, and extreme weather impacts.

### Physical Risk



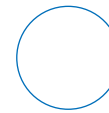
#### Heat stress

Rising temperatures could increase cooling energy demand by 30–40% by 2030, straining worker health, equipment, and energy costs.



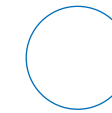
#### Water Scarcity

Groundwater is declining by nearly 1 meter annually, risking construction delays and long-term livability of residents.



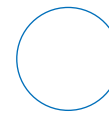
#### Extreme Rainfall

A 400% rise in extreme rainfall over two decades is causing construction delays, material damage, and higher repair costs.



#### Storms & Winds

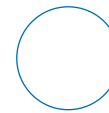
Pre-monsoon storms with winds up to 80 km/h threaten scaffolding, signage, and worker safety.



#### Wildfires

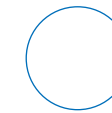
The growing wildfire threat in peri-urban zones is driven by dry spells and rising temperatures.

### Transition Risk



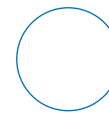
#### Regulatory Changes

As global and national regulations tighten around carbon emissions, traditional carbon-intensive products and services are losing favor.



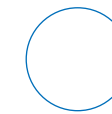
#### Technological Advancements

One of the most significant transition risks is the technological shift toward low-carbon materials and climate-resilient construction practices.



#### Market Shifts

Investors and customers increasingly prioritizing green credentials and climate-linked investments. Delayed adoption of sustainable technologies could result in reduced access to green financing and lower investor confidence.



#### Reputation & Consumer Demands

Failure to adapt quickly could lead to diminished brand reputation. Consumers and stakeholders increasingly demand sustainable, climate-resilient projects.



## Resilience Strategies

**Heat Mitigation:** Implement passive ventilation, adaptive schedules, and IoT air quality monitoring.

**Water Scarcity:** Use smart meters, efficient fixtures, and drip irrigation in business parks.

**Storm Resilience:** Apply multilayer waterproofing, conduct topographic planning, and install green fencing.

**Fire Planning:** Utilize flame-retardant coatings, ensure safe storage, and integrate escape routes.

**Transition Risk Readiness:** Adopt low-carbon materials, use VFD units, and provide workforce upskilling.

## Adaptation Measures

To further address these risks, we conduct thorough environmental assessments and peer reviews for each project, evaluating all potential impacts. Detailed MEP assessments guarantee that our buildings are designed for resilience and efficiency, allowing us to mitigate climate risks and enhance infrastructure durability.

## Digital Climate Resilience

We are developing a climate risk dashboard to visualize vulnerabilities and integrate insights into ESG reporting, certifications, and investor briefings. This comprehensive approach ensures our projects are structurally sound and climate-prepared, delivering sustainable value for residents, regulators, and real estate investors.

Our proactive strategies and comprehensive assessments position My Home Constructions to effectively mitigate climate-related risks and enhance the resilience of our infrastructure.

## Digital Construction Excellence with BIM Integration



As part of its digital transformation strategy for the Grava Business Park (Phase 1A), Hyma Developers Pvt. Ltd. implemented 3D and 4D Building Information Modelling (BIM) to address persistent construction challenges such as design clashes, poor coordination, and schedule delays. The project, located in Kokapet, Hyderabad, leveraged ISO 19650-compliant Common Data Environment (CDE) standards to streamline stakeholder communication and optimize the construction lifecycle, contributing to climate risk assessment by fostering more efficient resource use and minimizing waste.

Our team used BIM for clash detection, virtual simulations, and advanced precast detailing, enabling just-in-time site delivery. Through AI-driven dashboards and walkthroughs, real-time decisions were empowered across architecture, MEP, and structural systems.

The initiative eliminated 100% design coordination errors, achieved 10–12% time savings, and accelerated precast delivery. Enhanced visualization helped stakeholders make informed decisions, while accurate quantity take-offs improved cost forecasting and procurement. As one project director stated, “It saved us weeks on the schedule.”

At My Home Constructions, our commitment to ethical governance is integral to our overarching ESG strategy. The comprehensive systems and frameworks we have in place are designed not only to safeguard our operations but to uphold a culture of accountability and integrity that permeates every level of our organization. From robust vigilance policies to a strategic risk management approach and focus on information security, we strive to ensure that our governance practices are as resilient as the structures we build.

As we move forward, we remain dedicated to embedding these principles into our company, ensuring that our practices remain transparent, our leadership remains informed, and our operations continue to adhere to the global ESG standards. We believe that such a fortified governance structure paves the way for sustainable growth, enhances stakeholder trust, and ensures that we deliver enduring value to our communities and the environment.







# Better Living. Better Care for the Planet



Having explored the intricacies of our governance framework and its role in driving both ethical conduct and corporate success, we now shift our attention to the broader responsibility we hold toward the environment. In this chapter we delve into our initiatives and ongoing efforts to create a more sustainable and eco-friendly future. This chapter highlights our proactive measures in becoming

carbon smart, being water-wise, promoting biodiversity, sourcing sustainably, rethinking waste, and building homes that align with our vision for a greener world. Our integrated approach aims to balance governance excellence with environmental stewardship, underscoring our holistic commitment to better living for all.

## Being Carbon Smart

My Home Constructions is committed to playing its part in meeting India’s national sustainability goals and SDGs. We recognize that this requires a radical shift in the construction sector—both in building construction methods and their operations throughout their life cycles.

My Home Constructions is dedicated to integrating climate resilience and decarbonization into its long-term business strategy. Recognizing the growing environmental vulnerabilities linked to rapid urbanization, we have adopted a portfolio-wide environmental approach to minimize our ecological footprint during both construction and operational phases.

“We understand that true progress begins with acknowledging and addressing our environmental footprint. By equipping our staff with the necessary tools and insights, we empower our people to minimize their ESG impact while enhancing operational efficiency and resilience. We are building a sustainable future where economic growth and environmental responsibility coexist harmoniously.”

**Mr. MK Ravi Sai**  
Director- Projects

In alignment with India’s Net Zero roadmap, My Home Constructions has established clear internal targets to reduce Greenhouse Gas (GHG) emissions and achieve net zero emissions by 2050, reinforcing our commitment to responsible, climate-aligned urban development. To support these objectives, we have accounted for GHG emissions specifically focusing on Scope 1 and 2 based on the GHG Protocol.

Our Scope 1 emissions primarily arise from diesel usage for various processes and the operation of stationary construction equipment, on-site machinery, diesel generators, and ready-mix concrete mixers. Additionally, Scope 1 emissions are attributed to the consumption of Liquified Petroleum Gas (LPG) at The Skyview, one of our

operational buildings. As for Scope 2 emissions, they are derived from the electricity purchased from the grid to power our assets.

For both Scope 1 and Scope 2 Operational Portfolio, the emission intensity stands at 3.92 kg CO2e/sq.ft. Meanwhile, the energy intensity stands at 57.21 TJ/million sq.ft. This highlights a key area of intervention for our low carbon strategy. Our efforts to manage climate change risks and reduce GHG emissions are further supported by strategic partnerships that align with global best practices in sustainable development. These partnerships enable us to access innovative technologies, strengthen our climate adaptation capabilities, and accelerate the transition to low-emission construction models.



The table presents the total energy consumption across My Home Constructions' development and operational portfolios for FY 2024-25, segmented by energy source. It highlights the continued reliance on non-renewable fuels, primarily diesel and electricity, along with the nascent adoption of renewable energy through solar, reflecting the company's commitments towards its environmental goals.

Energy Source	Unit of Measurement	Development Portfolio	Operational Portfolio	Total
Non-Renewable				
Diesel	TJ	85	4	89
LPG	TJ	-	0.20	0.20
Electricity	TJ	31	139	171
Renewable				
Solar Energy	TJ		0.18	0.18
Total	TJ	116	144	260

This table presents Scope 1 and Scope 2 GHG emissions across My Home Construction's development and operational portfolio for the FY 2024-25.

Emission	Unit of Measurement	Development Portfolio	Operational Portfolio	Total
Scope 1	tCO2e	6,350	327	6,677
Scope 2	tCO2e	6,293	9,539	15,832
Total	tCO2e	12,643	9,866	22,509



## Our Emission Reduction Strategies

As part of our broader decarbonization agenda, we have taken concrete steps to lower emissions across our operational and development portfolios.

Within our operational portfolio, we have significantly reduced emissions by procuring green energy units. For example, at our Skyview commercial buildings (T10 & T20), 100% of the electricity consumed is sourced through a green tariff. As a direct result, we have eliminated approximately 18,600 tCO<sub>2</sub>e, which accounts for 66% of the purchased electricity used in our operational portfolio during the reporting period. This initiative reflects our commitment to fostering a greener energy landscape in Hyderabad.

Furthermore, within our operational portfolio, for the reporting year, approximately 50,660 units of electricity were sourced from existing on-site solar installations—marking an important milestone in our renewable energy journey. Adding on, Energy monitoring and utilisation of energy-efficient equipment play a crucial role in our emission reduction strategies.



## Our Strategies in Operational Portfolio

### Striving towards Energy Optimisation

As part of our ongoing commitment to sustainability, we prioritize energy efficiency across our entire real estate portfolio. This includes implementing energy-efficient systems, advanced HVAC infrastructure, and utilizing sustainable building materials. Through

collaborations with leading technology providers, we continuously explore and implement best-in-class solutions to reduce energy usage. These measures not only help decrease operational costs but also reinforce our objective to develop environmentally responsible and future-ready spaces for our tenants and communities.



## Deliberate Choice of Refrigerants

The building's air-conditioning systems, including both HVAC equipment and unitary air conditioners, are designed to avoid the use of Hydrochlorofluorocarbon (HCFC) refrigerants,

making them environmentally friendly. Additionally, the fire suppression systems are halon-free, further contributing to our commitment to sustainable and eco-friendly practices. This approach not only helps reduce ozone depletion but also aligns with modern standards for environmental responsibility.

### HVAC Retrofit for Scope 1 & 2 Reductions



To align with ESG emission goals, My Home Constructions Pvt. Ltd. phased out ozone-depleting HCFCs and halon systems across development projects like Raka, Savuk, Nishada, and Grava. These were replaced with low-GWP refrigerants such as R410A and R134A.

We have been giving specialized trainings last few years for our technical team/Mechanical Electrical and Plumbing (MEP) team to align the performance of our HVAC system. Scope 1 & 2 emission reductions, and 100% IGBC and LEED compliance maintained for commercial buildings.



## Advanced Climate Control Solutions

To deliver optimal comfort while minimizing energy wastage, we have implemented Variable Refrigerant Flow (VRF) and Variable Refrigerant Volume (VRV) systems across our major buildings. These technologies enable precise climate control and support individualized temperature regulation across different zones within each building, maximizing energy performance. Their flexible configuration significantly reduces energy usage while enhancing the user experience in commercial spaces.

## Sustainable Cooling Innovations

We continue to lead by example in sustainable cooling practices through the installation of high-efficiency chillers in major commercial projects such as My Home Twitza and The Skyview. These systems are designed to deliver optimized cooling that balances performance with low energy consumption. By integrating such advanced technologies, we enhance building-level operational efficiency, contribute to the reduction of GHG emissions, and support our ongoing transition toward a climate-resilient and low-carbon real estate portfolio.

## Our Strategies in Development Portfolio

The Life Cycle Assessment (LCA) analysis for Grava Business Park, conducted by HYMA Developers Pvt Ltd, highlights the significant efforts that we are undertaking to reduce the building's embodied carbon footprint. **Our design case embodied carbon stands at 489 kg CO<sub>2</sub>e/m<sup>2</sup> which is 38.6% lesser than the base case.** By incorporating Ground Granulated Blast Furnace Slag (GGBS) and fly ash in the concrete mix, we lower the emissions from cement. Additionally, the use of steel and aluminium with high recycled content further decreases overall emissions. Adoption of hollow core slabs with post-tensioning strands to reduce concrete volume in slabs also assisted in carbon reduction. Benchmarking against other high-rise office buildings shows the project's superior performance, underscoring the effectiveness of its sustainable material choices and construction methods. These strategies not only enhance environmental performance but also set a benchmark for future developments.



**100%**  
Green  
Energy Units  
consumption at  
The Skyview



Combined Solar  
Capacity of  
**2.3 MW**  
is under construction



**Zero**  
HCFC  
Consumption



## ESG Policy to Deliver our Commitments

My Home Constructions has adopted a formal ESG Policy to align its business operations with the goal of achieving Net Zero Emissions by 2050. The policy is structured around three key pillars:

### Read more: ESG Policy

#### Environmental Commitment

- |   |  |
|---|--|
| <input type="checkbox"/> Minimize environmental impact through efficient resource use and increase of renewable energy share. | <input type="checkbox"/> Ensure compliance with all applicable environmental regulations |
| <input type="checkbox"/> Promote green building design and sustainable construction practices                                 | <input type="checkbox"/> Implement waste management and pollution control measures       |

#### Social Responsibility

- |   |   |
|---|---|
| <input type="checkbox"/> Ensure a safe, healthy, and inclusive workplace            | <input type="checkbox"/> Respect human rights and uphold ethical labour practices |
| <input type="checkbox"/> Promote employee welfare, skill development, and diversity | <input type="checkbox"/> Engage meaningfully with local communities               |

#### Governance and Ethics

- |   |  |
|---|--|
| <input type="checkbox"/> Uphold transparency, accountability, and regulatory compliance | <input type="checkbox"/> Establish strong internal controls and ethical business conduct |
| <input type="checkbox"/> Integrate ESG risk management into decision-making processes   | <input type="checkbox"/> Promote stakeholder dialogue and responsible leadership         |

By adopting these integrated strategies, My Home Constructions is not only improving the environmental performance of our built assets but also strengthening our role as a catalyst for change in India's transition to sustainable urban infrastructure.

## Being Water-Wise

Water stress has been identified as a significant high-risk factor in our Climate Risk Assessment, reflecting the critical challenges posed by declining groundwater levels, which are dropping by nearly one meter annually in many major Indian cities. This issue is exacerbated by increasing urbanization and demand, posing a substantial threat to the sustainable management of water resources. At My Home, we recognize the urgent need to address this risk and are actively working on strategies to mitigate water stress and achieve long-term sustainability. The fact that twenty-one cities in India are experiencing this challenge underscores the broader impact on communities and industries, including ours, and necessitates immediate and

effective action. To address this critical challenge, we are committed to prioritizing efficient water management solutions.

By integrating advanced water-saving technologies and promoting responsible consumption practices, we aim to significantly reduce water usage across our properties. These efforts not only lower operational costs but also align with our broader goal of minimizing environmental impact while enhancing tenant satisfaction and community well-being. Our target to achieve net-zero water usage across our entire commercial portfolio by 2025 underscores our dedication to treating water as a shared and precious resource.



**Sustainability is an integral part of our operations. Our sewage treatment facilities reclaim 100% water every day in commercial projects supporting horticulture, secondary water usage, and lake replenishment: reducing dependency on groundwater. We are committed to preserving greenery in our sites by transplanting mature trees, ensuring Hyderabad's lush landscape thrives amid ongoing development.**



**Mr. Krishna Rao**

President - Commercial, Retail & Residential





## Our Water-wise Commercials

For our commercial portfolio, we source water from various freshwater sources, including municipal corporations, third-party tanker services, and rainwater. We maintain zero liquid discharge by

recycling and reusing the wastewater generated through our sewage treatment plant, which is equipped with IoT, sensors, and water meters. We have two sewage treatment plants, each with a 600 Kilo Liter per day (KLD) capacity, at our Skyview premises, and another 500 KLD plant at My Home Twitza.

Source of water withdrawal for Operational Portfolio	Unit of Measurement	Water Withdrawal
Third-Party (Municipality & Tanker) water	Kilolitres	142,982
Rainwater	Kilolitres	1,587
Total	Kilolitres	144,568

## Our Water-wise Residential

Our initiatives include the installation of low-flow fixtures, rainwater harvesting systems, smart irrigation systems, and sewage water treatment plants, which collectively contribute to conserving this vital resource.

**Low – flow Fixtures:** We have prioritized the installation of low-flow plumbing fixtures whose flow rates are at least 35% less than the baseline flow rates across our residential developments. These fixtures are designed to significantly reduce water consumption without compromising performance, thereby decreasing our environmental footprint and operational costs.

**Rainwater Harvesting:** Effective management of rainwater is crucial for boosting the groundwater table and decreasing the demand for municipal water. By efficiently capturing, storing, and using rainwater, we replenish the aquifers and ensure a sustainable water supply for the future. Our plan includes integrating systems such as rainwater harvesting pits, sumps, and bore wells from the initial proposal stage. This

approach allows us to collect 100% of both roof and non-roof rainwater, reducing urban runoff, lessening dependence on municipal water sources, and enhancing environmental resilience. This strategic approach not only aids in water conservation but also supports a balanced ecosystem, ultimately contributing to long-term water security.

**Eco Landscaping:** To advance sustainable development, we have intentionally limited turf areas to less than 15% of the overall landscape and ensure that at least 40% of the landscape consists of native or adaptive species. This shift minimizes water consumption and enhances biodiversity and resilience to climate fluctuations. By optimizing landscape design, we demonstrate leadership in eco-friendly practices while improving the aesthetic and environmental value of our real estate assets.

**Precision Irrigation:** We have integrated drip and sprinkler irrigation technologies throughout our properties. These systems are designed to deliver water directly to the root zones with precision, significantly reducing water waste and optimizing plant health. By utilizing advanced irrigation

techniques, we not only conserve water but also enhance the efficiency of landscape maintenance, contributing to our goal of sustainable property management.

**Waste Water Management:** By harnessing state-of-the-art technologies, we optimize water recycling and reuse, thereby alleviating pressure on local water resources. Our focus on advanced wastewater treatment processes enables us to treat 100% of our wastewater. Additionally, we ensure that at least 50% of the treated water serves landscaping and flushing needs.



**Zero Groundwater consumption for Operational Portfolio – The Skyview & My Home Twitza**

### Turning Risk into Resilience: Tech-Driven Aquifer Management



Facing persistent water seepage at the Hyma Grava Business Park, My Home Constructions Pvt. Ltd. deployed an AI-led aquifer recharge solution using subsurface mapping, hydro-geological modeling, and eco-engineered filters.

Over 60 days, recharge zones were optimized, CO<sub>2</sub> emissions from pumping reduced by 50%, and project costs dropped significantly. Satellite data integration helped drive targeted impact. 800% increase in groundwater recharge and \$250K–\$500K in cost savings—positioning the initiative as a model for climate-resilient real estate



Biodiversity

In our bid to foster harmony with the planet, My Home Constructions has placed biodiversity conservation at the heart of our environmental strategy. Continuation of the impactful initiatives from FY 2023-24 has reaffirmed our commitment to biodiversity preservation and ecosystem resilience into FY 2024-25. Our focus remains on the conservation status of 88 plant species, including those classified as critically endangered, endangered, and vulnerable according to the Global IUCN Status. Our initiative not only conserves endangered plants but also educates employees, stakeholders, and the local community, enhancing awareness of conservation issues.

Our dedication to preserving plant diversity promotes long-term sustainability and balanced ecosystems critical for resilience. Qualitative results

are evident in successful biodiversity preservation and ecosystem restoration; quantitatively, our efforts are measurable through enhancements in vegetation cover, soil quality, and community engagement. Guided by the philosophy that strengthening ecological integrity is fundamental to sustainable development, we embarked on a comprehensive plantation initiative this year, focusing on regenerating and conserving critically endangered, endangered, vulnerable, and native plant species. This drive underscores our commitment to enhancing environmental quality and supporting the longevity of plant life that shapes our ecosystems. As we move forward, our initiatives remain centered on fostering biodiversity, conservation education, and sustainable development.



Plantation of Endangered and Native Plant Species – 2025

Botanical Name of the Species	Conservation Status	Remarks
<b>Aquilaria malaccensis</b>	Critically Endangered (CR)	Known for its medicinal and aromatic value.
<b>Vatica chinensis</b>	Critically Endangered (CR)	Rare dipterocarp tree species native to the Western Ghats.
<b>Podocarpus gracilior</b>	Least Concern (LC)	Evergreen conifer, included to support native ecological diversity.
<b>Syzygium occidentaleis</b>	Endangered (EN)	Native to the Western Ghats; threatened due to habitat loss.
<b>Syzygium travancoricum</b>	Critically Endangered (CR)	Planted by our Chairman, Shri Jupally Rameswar Rao Garu on his birthday.
<b>Calophyllum apetalum</b>	Vulnerable (VU)	Native tree species valued for timber and ecological benefits.

Through this plantation drive, My Home Constructions is not only reinforcing its sustainability objectives but also actively contributing to the United Nations Sustainable Development Goal 15 – Life on Land. Our efforts are a testament to our resolve to conserve natural heritage and protect endangered and native plant species, ensuring a verdant legacy for future generations.

Sustainable Sourcing

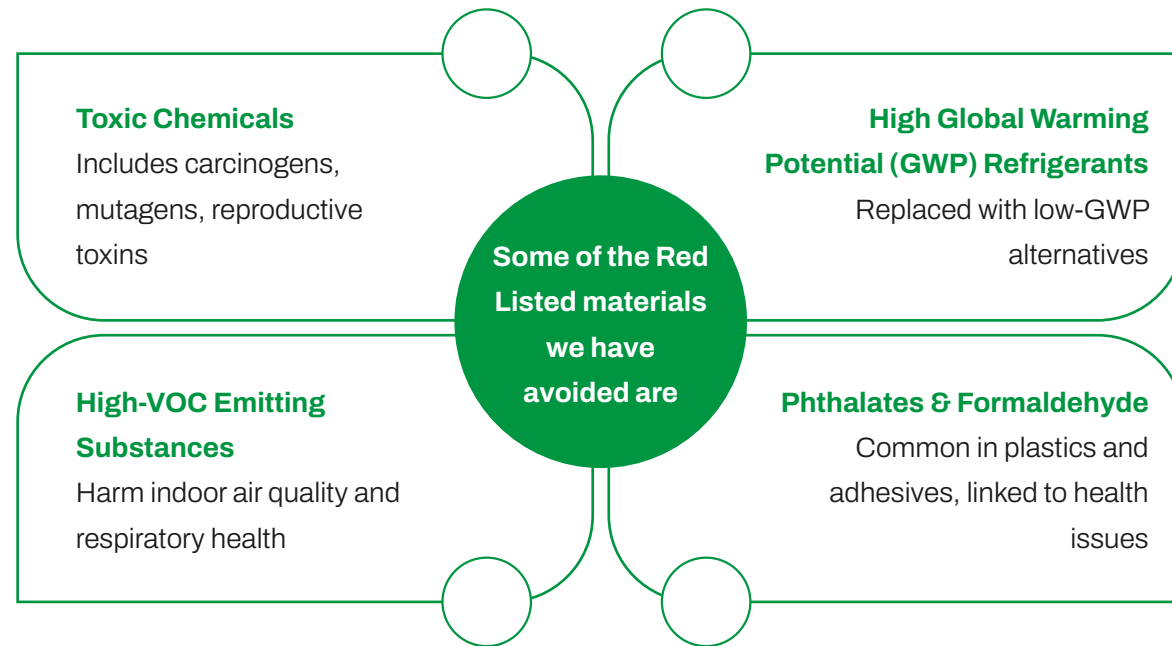
As a real estate developer with a long-term perspective, My Home Constructions recognizes that the environmental impact of buildings begins with the materials chosen to construct them. By embedding sustainable sourcing practices into every procurement decision, we actively minimize environmental impact and advance our environmental objectives. Our approach to sourcing is deeply rooted in a broader environmental vision, with sustainable procurement consistently prioritized. This approach aligns with ISO 20400:2017 Sustainable Procurement Guidelines, ensuring that procurement processes are transparent, accountable, and driven by environmental responsibility.





As part of our commitment to environmentally and socially responsible procurement, we align our sourcing practices with the Living Building Challenge (LBC). **The Red List identifies the “worst-in-class” chemicals and materials**

**known to pose serious risks to human health and the environment.** These substances are strictly avoided in our procurement process, reflecting our commitment to reducing harmful health and environmental impacts.



We prioritize low-impact, non-toxic materials by sourcing Red List-free components, choosing recycled or responsibly manufactured alternatives.

My Home Constructions prioritizes sourcing goods and materials that hold globally recognized certifications such as:

**Environmental Product Declarations (EPD)**  
– offering transparency in a product’s lifecycle impact

**Green Pro** – a mark of eco-label credibility from the Indian Green Building Council

**Bureau of Energy Efficiency (BEE) star ratings** - Promoting energy-efficient equipment

**25% of the total material cost is attributed to certified eco-labelled products**

**Most materials are locally sourced within 400 km radius**

For all its recent and future developments, we have made it a strategic priority to integrate certified materials in the design, construction, and operational phases.

## Environmental Benefits Embedded in Construction

These sourcing choices translate into measurable environmental benefits across My Home’s construction portfolio:

- **Water conservation** through low-flow fixtures, landscape irrigation via drip systems, and in-situ greywater treatment for reuse in flushing and gardening
- **Reduced urban heat island effect** through cool roofs and shaded, low-SRI treated non-roof areas
- **Lower greenhouse gas emissions** using solar PV to meet **25% of common lighting energy needs**
- **Reduced use of virgin resources** via integration of GGBS, M-sand, and other alternative materials exceeding 5% of total construction cost
- **Better waste circularity**, with 100% of wastewater treated on-site and at least 50% reused, along with organic waste composting solutions for post-occupancy management

As sustainability gains material importance in the built environment sector, My Home Constructions aspires to lead by example. Internal policies now require that procurement decisions factor in, regular

reviews and supplier evaluations ensuring that only environmentally responsible partners contribute to the value chain.

### Building Sustainably, Procuring Responsibly



Hyma Developers Pvt Ltd, part of the My Home Group, launched a strategic shift toward sustainable procurement by aligning with ISO 20400:2017 standards. Focused on reducing embodied carbon, the initiative prioritized the use of GreenPro and EPD-certified materials across projects, starting with My Home Raka and the Grava Business Park. A multi-stakeholder effort involving vendors, external agencies, and internal procurement teams led to the sourcing of low-carbon cement, recycled steel, VOC-free finishes, and GreenPro-certified interiors. A rigorous embodied carbon study at Grava Park T10 revealed emission reductions of up to 20%, aided by material substitutions. Awareness trainings empowered teams to identify and prioritize green-certified alternatives, while vendor engagement ensured ESG-aligned sourcing.

The initiative achieved 41.81% green-certified material use in Raka, enabled embodied carbon reductions of up to 15–20% over baseline, and contributed to IGBC certifications and Net Zero goals.



### Building Better: Net Zero Cement and Concrete Innovations



My Home Constructions Pvt. Ltd. showcased its decarbonization journey at the 3rd National Net Zero Conclave, spotlighting innovations in concrete use, material sourcing, and precast design to reduce emissions across construction cycles.

Key initiatives included deploying Ultra-High Performance Concrete (UHPC), steel fibre-reinforced planter boxes, GreenPro-certified materials, and robotic walls—each designed to cut material weight, minimize waste, and enhance structural performance.

Overall concrete volume cut by 60%, shuttering reuse extended 10x to 100x, planter box weight dropped from 20 to 8 tons, and VFD-powered equipment lowered energy use by 12%—collectively aligning construction with circularity and carbon-conscious goals.

## Rethinking Waste

At My Home Construction, sustainable waste management is not an afterthought—it is an integrated pillar of our company's ESG vision, grounded in circular economy principles and regulatory compliance. We have taken a transformative approach to waste management, anchored in our ESG policy, by adopting a circular economy approach. This involves prioritizing waste reduction at the source, maximizing reuse and recycling, and minimizing landfill contribution across all projects. These principles guide both our operational and development assets, embedding responsible waste stewardship into design, construction, and daily operations. Over the years, waste has been effectively managed through advanced precast unit production, rigorous waste segregation, the use of BIM technology to minimize prefabrication waste, and a strong focus on reuse and recycling to reduce environmental impact.



### Operational Assets: Leading by Example in Waste Stewardship

My Home Construction's operational assets reflect a strong and sustained commitment to waste-conscious performance, setting new standards within India's commercial real estate landscape. Across key properties such as The Skyview 10 and 20, as well as My Home Twitza, the company has embedded zero waste principles into day-to-day functioning.

The Skyview campus has been awarded the prestigious TRUE Zero Waste Certification at the Gold level by Green Business Certification Inc. (GBCI), recognizing its achievement in diverting solid, non-hazardous waste from landfill through structured segregation, employee engagement, and a robust reduce-reuse-recycle approach. My Home Twitza continues to build on this success and is currently pursuing IGBC Net Zero Waste Certification as the asset has already demonstrated exemplary performance by diverting almost all its waste from landfill disposal, directing it instead through verified recycling and material recovery partners.

**99% of operational waste in My Home Twitza diverted away from landfill and sent to verified recycling and material recovery partners**



**94% of solid, non-hazardous waste at The Skyview campus was diverted from landfills**



Waste categories in Operational sites (The Skyview, Twitza)	Unit of Measurement	Waste Generated
Plastic	Tonnes	31
Paper & Carboard	Tonnes	318
Glass	Tonnes	7
Metal	Tonnes	1
Food	Tonnes	444
Wood	Tonnes	3

### Development Assets: Circular Practices from the Ground Up

To tackle the significant volume of waste generated during construction, My Home has implemented a structured C&D Waste Management program aligned with the MoEFCC's C&D Waste Rules (2016). Debris generated at sites like Grava Business

Park Phase 1A and the Hyma Precast Unit is systematically collected, transported, and processed, ensuring responsible diversion from landfill. Much of this waste is routed to Re Sustainability, a leader in integrated waste management and circular economy services.



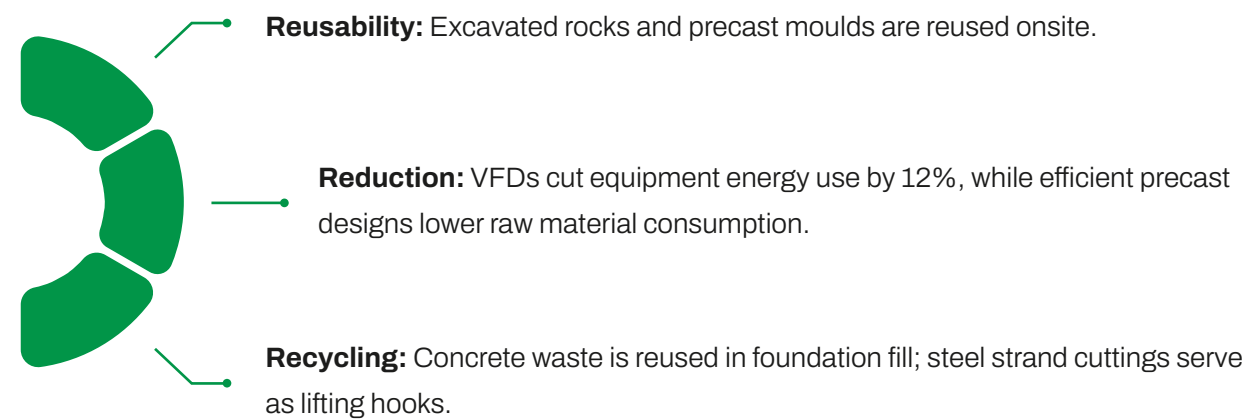
Re Sustainability Limited is one of Asia's foremost integrated waste management and environmental services companies, specializing in resource recovery, circular economy solutions, and sustainable infrastructure. With operations spanning municipal solid waste, industrial waste, hazardous waste, and construction & demolition

debris, the company brings cutting-edge technology and global best practices to the Indian context. Through its state-authorized processing facilities, Re Sustainability enables the conversion of waste into valuable secondary resources such as recycled aggregates, bricks, and treated water.

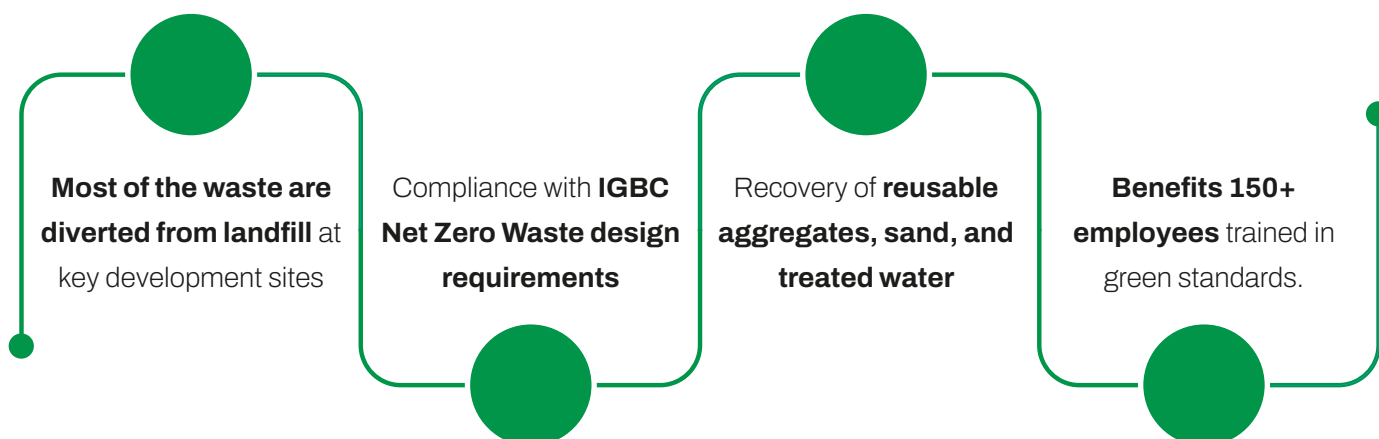
**1700 + MT of C & D Waste from Grava Business Park & Precast Unit sent to 'Re Sustainability' for recycling**

**4600 + MT of metal scrabs from development projects resold to third party vendors**

My Home also integrates material innovation and design for minimal waste in their developmental operations:



### Key outcomes include



### Building Responsibly: Hyma's Initiative to Eliminate Waste in Construction



**Thanks to this collaboration with Hyderabad C&D Waste Pvt Ltd, we now have a structured approach to waste management. It's not just about compliance, but about creating a responsible construction culture**

**M. Sachinder**  
President, Projects

In November 2024, we launched a comprehensive Construction and Demolition (C&D) Waste Management Program at Grava Business Park and its Precast Unit. In collaboration with Hyderabad C&D Waste Pvt Ltd, the initiative aligned with MoEFCC's 2016 Waste Management Rules and IGBC's Net Zero Waste certification goals. A systematic model was adopted, setting up designated C&D waste collection points, enabling segregation awareness, and transporting material to the Fathullaguda processing plant. Continuous training strengthened segregation discipline among contractors, while proactive documentation and vendor engagement ensured smoother compliance.

The initiative trained workers, diverted 100% of construction waste from landfill at Grava Business Park, and improved on-site segregation and documentation practices. It significantly reduced illegal dumping, minimized environmental impact through the reuse of sand and aggregates, and contributed to community health by cutting dust pollution. The program also ensured full compliance with IGBC Net Zero Waste Design certification, setting a strong precedent for sustainable construction.





# Building Planet-Friendly Homes (Green Building and Tech)

Green buildings are crucial in minimizing the environmental footprint by reducing energy consumption, lowering greenhouse gas emissions, and promoting sustainable resource use. Designed to be energy-efficient and environmentally friendly, these buildings incorporate renewable energy sources, efficient insulation, and smart technologies to minimize their carbon footprint. They use sustainable materials and optimize water and waste management systems, conserving natural resources while improving air quality and creating healthier indoor environments. As the built environment accounts for a significant portion of global emissions, transitioning to green infrastructure is essential for meeting climate goals and fostering resilience.

As a leading real estate player, My Home Constructions is committed to developing green buildings that align with urbanization trends, utilizing eco-friendly technologies and practices that minimize environmental impact and maximize energy efficiency. Our projects feature solar panels, efficient waste management systems, and sustainable materials, addressing immediate urban growth demands while contributing to the planet’s long-term health. Our dedication to green architecture reflects our responsibility to our tenants and the environment, as we strive to create sustainable, vibrant, and harmonious communities.



# Our outstanding performance in developing eco-friendly structures:

## Commercial Portfolio

Green Building Certifications	Assets	Asset Type	Built-up Area (sq.ft)
LEED BD+C – Platinum Pre-certified	Grava Business Park	Development	4,175,644
LEED O+M – Platinum Certified & WELL HSR Rating	My Home Twitza	Operational	933,488
LEED O+M – Platinum & Gold Certified & WELL HSR Rating	The Skyview	Operational	3,164,404
Total			8,273,535

## Manufacturing Unit

Green Building Certifications	Assets	Asset Type	Built-up Area (sq.ft)
LEED O+M – Gold Certified	Precast Unit	Manufacturing Unit – (Operational)	195,828

## Residential Portfolio

Green Building Certifications	Assets	Asset Type	Built-up Area (sq.ft)
IGBC Green Homes V3 – Platinum Pre-certified	My Home 99	Development	910,473
IGBC Green Homes V3 – Platinum Pre-certified	My Home Nishada	Development	5,450,236
IGBC Green Homes V3 – Gold Pre-certified	My Home Sayuk	Development	6,716,921
IGBC Green Homes V3 – Gold Pre-certified	My Home Avali	Development	2,412,267
IGBC Green Homes V3 – Gold Pre-certified	Hy Home Apas	Development	4,152,830
IGBC Green Homes V3 (Ongoing)	Grava Residencies	Development	6,640,251
IGBC Green Homes V3 (Ongoing)	My Home Akrida	Development	6,718,751
IGBC Green Homes V3 (Ongoing)	My Home Raka	Development	701,915
Total			33,703,644



## Adhering to Building By-laws

Our project has been meticulously executed, ensuring full compliance with all necessary statutory regulations. Each phase of development adhered strictly to local building by-laws, underscoring our commitment to legal and safety standards. This rigorous adherence not only guarantees the project's integrity but also fosters trust and confidence among community members and stakeholders.

## Sustainable Sites

Implementing measures to control soil erosion and sedimentation is crucial for minimizing adverse effects on the site and its surrounding environment. By effectively managing these factors, our project helps preserve local ecosystems, protect water quality, and maintain the integrity of the landscape for future generations. Our proactive approach, which includes measures such as vegetation planting, water diversion systems, and sediment traps, not only safeguards the site but also promotes environmental sustainability in the area.

## Preserving Natural Landforms

Our project aims to minimize disruptions to the

site's natural landforms, fostering local habitats and biodiversity to mitigate long-term environmental impacts. At least 15% to 20% of the total site area is dedicated to native and adaptive vegetation, both on the ground and integrated into built structures such as green roofs and living walls, promoting ecological balance and sustainability.

## Mitigating Heat-Islands

Reducing heat islands is essential for minimizing their negative impacts on the microclimate and local biodiversity. For non-roof areas, 75% of the exposed impervious surfaces will be mitigated through a combination of shading from tree cover, the use of grass pavers, and the application of Solar Reflective Index (SRI) paints with values ranging from 29 to 64. These measures aim to lower surface temperatures, enhance local ecological conditions, and improve overall comfort for residents. As for roof areas, 95% of the exposed surfaces will be addressed by implementing roof gardens and utilizing SRI paints with values exceeding 100. This comprehensive approach not only reduces heat absorption but also promotes energy efficiency and supports biodiversity by creating green spaces. Together, these strategies contribute to a healthier and more resilient urban environment.



## Sustainable Resource Management

Minimizing dependence on municipal and bore water by reducing overall water consumption is crucial for sustainable living. By implementing rainwater harvesting systems and efficient plumbing fixtures, we at My Home Constructions ensure a more reliable water supply for the future. Additionally, improving the energy efficiency of proposed buildings and systems is vital to mitigating the environmental impacts associated with excessive energy use. By utilizing energy-efficient appliances, better insulation, and smart building designs that maximize natural light and ventilation, we enhance resource efficiency and reduce the environmental footprint of our buildings. This comprehensive approach not only ensures resource efficiency but also secures long-term sustainability and resilience for our developments.

## Advocating Recurrence

By encouraging waste segregation, we separate recyclables, compostables, and non-recyclables,

and promote a pathway to a circular economy. This is evident from our 'Zero Waste' certified The Skyview Commercial Building, and Twitza, which is currently undergoing the certification process. Our residential buildings have established systems to process 95% of the organic waste generated, transforming it into manure for use within the premises. Together, these practices underscore our commitment to preserving natural resources and protecting the environment for future generations.



### From Awareness to Action: Celebrating Green Building Week



During World Green Building Week 2024, My Home Constructions Pvt. Ltd. hosted guided green tours and sustainability sessions across The Skyview and Kanha Village IGBC Centres. Over 150 employees participated in sessions on net zero, IGBC compliance, and best practices in green construction.

The highlight included an exposure visit to Kanha Meditation Centre and CBRE's IGBC case showcase.

Tangible green action, deeper technical awareness, and annual ESG celebration culture.







# Better Living. Better Care for the People



As we conclude our examination of environmental initiatives dedicated to fostering a sustainable planet, we now shift focus to the core of our organization, our people. In this next chapter, we explore our commitment to the well-being of individuals and social responsibility within our organization and the larger community. This transition underscores our belief that sustainability

is not solely about environmental stewardship but also about cultivating a thriving community and valuing the people who drive our mission forward. Our initiatives in health, safety, human capital management, and community engagement reflect our dedication to nurturing an environment where people can grow, succeed, and contribute meaningfully to society

## Occupational Health and Safety

“Safety is the responsibility of the line manager.”

At My Home Construction, safety is not a protocol, it is a promise. A promise to protect, to prevent, and to lead by example. We recognize that a truly safe workplace is not built overnight; it is built daily, through vigilance, commitment, and leadership on every site, every shift, and from every team.

Our Occupational Health and Safety (OHS) Policy forms the backbone of this commitment. We believe that every injury is preventable, and every individual, whether an employee, contractor, or visitor, has the right to a safe and healthy environment. We are committed to ensuring the health, safety, and welfare of all employees while at work, and of other people who may be affected by our activities.

This means maintaining safe systems of work, ensuring the proper use and handling of plants, equipment, and substances, and fostering a work environment that safeguards both physical and

mental well-being. We back this with information, instruction, training, and supervision to ensure every task is carried out safely and responsibly. These measures apply to every person working under our control and are reviewed periodically to ensure their continued relevance and effectiveness.

### Safety Led from the Front

As our policy clearly states: “Safety is the responsibility of the line manager.” This principle anchors our entire safety culture. By placing responsibility in the hands of those who supervise daily operations, we ensure that safety is actively led — not passively managed. Line managers are accountable for identifying hazards, enforcing procedures, and stopping unsafe practices before harm occurs. This hands-on accountability is what transforms policy into daily practice

### Inclusion in Action: Preventive Healthcare for Women Employees

My Home Constructions Pvt. Ltd. partnered with Rainbow Hospitals to organize free preventive health check-ups for over 70 women employees in June 2024. The event created a safe and private space for consultations and personalized assessments. Participants’ families benefited indirectly from early interventions and awareness, while barriers like time constraints were addressed through thoughtful internal planning. Health empowerment, stronger inclusion messaging, and groundwork for expanded wellness programs.





## Health and Well-being, Beyond Safety Gear

Occupational health at My Home Constructions is not limited to injury prevention. We also care for the holistic well-being of our workforce through health insurance coverage, health check-ups, ergonomics support, and stress management sessions. Clean drinking water, sanitation facilities, adequate rest areas, and access to health insurance are all part of our commitment to safe and humane working conditions.

If a worker suffers illness or injury, our structured return-to-work process ensures that they are supported medically, emotionally, and operationally, with the line manager playing a key role in the reintegration journey.

## Systems That Prevent, People Who Protect

Our Safety Management System (SMS) brings this commitment to life by systematically managing risk across all operations. Every activity is preceded by a job-specific risk assessment, and we follow the internationally recognized hierarchy of controls to address identified hazards; from elimination and substitution to engineering controls, administration, and PPE.

We do not just react to risk; we anticipate it. Managers and site teams work together to recognize patterns, flag emerging hazards, and ensure that Standard Operating Procedures (SOPs) are not only followed but regularly updated.

## Fostering a Safe Work Environment

At My Home Constructions, everyone plays a role in maintaining a safe workplace. Employees are expected to take reasonable care of their own health and safety, follow all provided instructions and procedures, use equipment properly, and wear the required protective gear. We encourage all workers to report any observed hazards to their immediate supervisor without hesitation.

To strengthen this culture of shared vigilance, we maintain open lines of consultation with our workforce. Daily toolbox talks, safety briefings, and structured feedback mechanisms ensure that safety concerns are heard and acted upon.

## Safety That Extends Across Our Value Chain

We expect every contractor and vendor operating on our sites to uphold the same safety standards. Through thorough induction programs, contractual safeguards, and on-site supervision, we ensure that all partners are aligned with our OHS principles. Our safety expectations do not end at our gates, they travel across every link in the value chain.

At My Home Constructions, safety is a system, and a shared responsibility, upheld daily by the people who lead the work. Guided by a policy rooted in accountability and supported by systems that prioritize prevention, we are building a legacy of safety that protects people, strengthens operations, and sustains trust. In celebration of ‘National Safety Week’, we reaffirm our commitment to embedding safety in every aspect of our operations.

## Human Capital Management: Nurturing Our Greatest Asset

At My Home Constructions, our people are at the core of every success story we build. As we continue to shape skylines and communities, our focus on Human Capital Management (HCM) remains steadfast, driven by structured processes, strategic learning investments, and a deep commitment to employee well-being.

## Advancing Diversity, Equity and Inclusion (DEI)

DEI is more than a policy at My Home Constructions—it shapes our hiring, workplace culture, and leadership pipeline. Our DEI and POSH frameworks ensure every individual has the right to be safe, respected, and given equal opportunity to grow. We have achieved a 48% increase in new women employees over the past two years, demonstrating our commitment to fostering a more inclusive workforce. Our internal mentorship and promotion programs are actively improving this. Furthermore, we are proud to uphold a commitment to equal pay, ensuring there is no gender pay gap within our organization.

## New employee hires and employee turnover

We are focused on attracting the right talent, nurturing their potential, and retaining it through transparent, merit-driven practices. Our recruitment is fair, inclusive, and tailored to build a diverse

workforce that reflects the communities in serve. In FY 2024–25, we strengthened our workforce with 691 new joiners and an employee turnover rate of 26%. and laying the foundation for long-term excellence

With an impressive 86% & 87% positive response rate, we earned the Great Place to Work recognition for Hyma Developers Pvt Ltd & Tellapur Technocity Pvt Ltd respectively, reflecting our strong culture. This recognition, paired with our consistently high retention rate, reinforces our belief that people stay where they are respected and valued.

We believe that care shouldn't come with conditions. Both our full-time and part-time employees have access to comprehensive benefits that support them at every stage of their life, not just during working hours. From life insurance that safeguards them, to healthcare coverage that ensures timely and quality treatment, our benefits ecosystem is designed with people at the center. Recognizing the importance of family, parental leave is extended to all eligible employees, enabling them to be present for life's most meaningful moments. And because long term security matters, our retirement provisions are thoughtfully structured to support our employees well beyond their active careers. This inclusive approach reflects our core belief that every employee, regardless of role or schedule, deserves dignity, protection, and respect.





## Training That Empowers

Training is a central pillar of our Human Capital Management (HCM). No individual is assigned a task without first receiving adequate training. Every worker undergoes site-specific induction and role-based instruction before they begin work. We conduct regular refresher sessions and periodic mock fire drills to reinforce emergency preparedness and ensure employee compliance with safety protocols on an ongoing basis

19,250 technical training hours

Our supervisors and line managers also receive tailored training in hazard recognition, safe leadership, and corrective response enabling them to act decisively and responsibly in real-time situations.

Our HCM strategy begins with structured onboarding, ensuring every employee is integrated into the company's ethos from day one. This is followed by ongoing skill development initiatives. In the reporting year alone, we clocked 19,250 training hours focusing on role-specific technical skills, leadership, and behavioral competencies, underscoring our belief that learning is a continuous journey.

### Our key initiatives this year include:

#### Establishing a dedicated Training center

In alignment with our chairman's vision to foster continuous learning and upskilling across the organization, we have established a dedicated training center. This center serves as a hub for structured learning, offering a curated curriculum that supports employee growth. As a part of our annual development plan, every employee participates in a structured, 3-day training program here which is designed to enhance both technical expertise and personal growth

#### Building Green Know-How: IGBC AP Training for Employees



My Home Constructions Pvt. Ltd. partnered with the IGBC to launch a capacity-building program focused on green construction standards. A two-day training empowered 37 employees with insights into energy efficiency, waste management, and IGBC rating systems. Fifteen employees became IGBC Accredited Professionals, enhancing the firm's in-house expertise to support sustainable construction compliance. Improved ESG literacy, internalized green practices, and aligned workforce capabilities with future sustainability goals



#### JNAN Portal

In our continued effort to enhance employee development, we launched the JNAN Portal- a centralized platform to streamline, manage, and track training programs across our company. This initiative ensures easy access to curated learning content and enables more effective training delivery. In FY 2024-25, we have completed 165 sessions so far training over 3353 employees.

#### E-Library

We are set to launch the E-library – a digital platform giving all employees access to training materials, allowing them to review and enhance their skills at their own pace, supporting continuous, self-driven learning across roles and functions

## Human Rights and Workplace Dignity

We uphold fundamental human rights across our operations and value chain, in line with our ESG and Human Rights Policies. All employees, contract workers, vendors, and communities we engage with are expected to operate with respect and equity

Major material suppliers and service vendors were screened for adherence to labour rights, safety, and ethical standards.

No reported cases of child labour, bonded labour, or human rights breaches.

Site induction for workers includes rights awareness, grievance redressal, and EHS briefings





## Building a Greener Future through Trainings



My Home Constructions Pvt. Ltd. is committed and is advancing its sustainable building practices through a comprehensive suite of training programs. We have collaborated with IGBC to design these programs to elevate professional expertise and knowledge. Our training sessions cover a broad spectrum of critical topics, such as sustainable procurement, life cycle assessment, waste management, and energy conservation, ensuring our team acquire a well-rounded understanding of green building strategies. In the last year My Home has provided its team with over **1000 hours** of specialized training, underscoring our dedication to fostering a skilled workforce capable of implementing innovative and effective sustainability solutions.

Participants of this training emerge with enhanced expertise in sustainable building practices, equipped to implement effective green strategies. This initiative cultivates a knowledgeable workforce dedicated to advancing sustainability in the construction industry. In the last year My Home has provided its team with over 100 hours of specialized training, underscoring our dedication to fostering a skilled workforce capable of implementing innovative and effective sustainability solutions.

## Thriving Communities

At My Home Constructions, we believe thriving communities are built on dignity, equity, safety, and collaboration. Our approach to social impact extends beyond compliance—it is embedded into our business conduct, employee engagement,

customer experience, and neighbourhood development efforts. This section captures our commitment to human rights, inclusion, customer-centricity, and community development—core themes. Site induction for workers includes rights awareness, grievance redressal, and EHS briefings

“

Every construction presents an opportunity to create positive change; delivering spaces that not only meet but exceed expectations, fostering healthier communities, resilient infrastructure, and a sustainable future. We are proud to build a legacy that reflects our purpose: Make Living Better



**Mr. Ramu Rao Jupally**  
Executive Vice Chairman

”

## Strengthening Local Communities

Our ESG and CSR policies guide us in creating shared value with local communities. From education and skill-building to climate resilience projects, we ensure every investment delivers measurable social impact.

**14% increase in student retention and STEM learning outcomes at My Home Constructions-supported schools.**

## Customer Safety and Centricity

For us, being customer-centric begins with safe, healthy, and responsive buildings. Our design, development, and post-handover systems all center on occupant wellbeing.

WELL HSR standards were implemented across The Skyview and Twitza.

24x7 helpdesks and QR-code enabled service apps ensure tenant concerns are addressed within within 15 minutes.





We ensure robust post-occupancy support for both residential and commercial properties. For completed residential projects, we track occupant health and well-being, supported by regular feedback collection and a dedicated helpdesk email for issue reporting. Complaints are addressed promptly by the facility manager. In commercial properties, a structured helpdesk and feedback mechanism enables users to raise concerns, which are routed to relevant departments and closed upon final approval by the facility manager. In line with the company's ESG policy, effective systems are in place for complaint registration, timely resolution, and tracking of customer issues.

At My Home Constructions, we recognise that our

success is deeply intertwined with the wellbeing of our people and communities. Through structured action on human rights, DEI, health and safety, customer responsiveness, and inclusive community development, we continue to nurture environments where people can live, work, and thrive with dignity. Our policies, practices, and partnerships are designed not only to mitigate social risks but also to unlock long-term value for every stakeholder. As we move forward, we remain steadfast in embedding empathy, equity, and empowerment into every facet of our operations—building not just sustainable structures, but resilient and inclusive societies

### Breaking Barriers: Sign Language Learning for Deaf Children



In collaboration with the Gopalakrishnan Foundation for the Deaf (Yunikee), My Home Constructions Pvt. Ltd. supported educational inclusion by producing 350+ sign language videos and training 500+ teachers and 1,000+ parents. The initiative, spanning Hyderabad and Patna, empowered over 4,000 children with better learning outcomes and boosted parent-child communication. Strong community impact, scalable CSR model, and improved access to bilingual education



# Way Forward

As we conclude the second edition of our ESG Report, My Home Constructions reaffirms its commitment to responsible growth and industry leadership in sustainability. This year, we have advanced climate-resilient design, deepened our focus on water and energy efficiencies, and strengthened our people practices aligning with evolving investor, regulatory, and community expectations. Each milestone—from expanding our green construction footprint to increasing women's participation in our workforce—reflects our dedication to building a future-ready, resilient business.

Looking ahead, we remain focused on delivering spaces that combine innovation, quality, and environmental stewardship, ensuring that our legacy benefits the generations to come. We thank our stakeholders for their continued trust and partnership as we strive to transform Hyderabad's skyline sustainably while creating long-term value for customers, investors, and the communities we serve.





# Annexure

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## LIST FOR ABBREVIATED TERMS

Abbreviation	Expanded Term
O+M	Operations and Maintenance
AI	Artificial Intelligence
APAS	My Home Apas
AVP	Assistant Vice President
BD+C	Building Design and Construction
BEE	Bureau of Energy Efficiency
BIM	Building Information Modeling
BMS	Building Management System
BRSR	Business Responsibility and Sustainability Report
CCTV	Closed-Circuit Television
CR	Critically Endangered
C&D	Construction and Demolition Waste
CFO	Chief Financial Officer
CII	Confederation of Indian Industry
CRA	Climate Risk Assessment
CREDAI	Confederation of Real Estate Developers' Associations of India
CRH	Cement Roadstone Holdings
CSR	Corporate Social Responsibility
CBRE	Coldwell Banker Richard Ellis
CDE	Common Data Environment
DEI	Diversity, Equity, and Inclusion
DHMS	Diploma in Homeopathic Medicine and Surgery
EHS	Environment, Health and Safety
EPD	Environmental Product Declaration

Abbreviation	Expanded Term
ESG	Environmental, Social, and Governance
EN	Endangered
FY	Financial Year
GBCI	Green Business Certification Inc.
GHG	Greenhouse Gas
GIS	Geographic Information System
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
GSS	Global Safety Summit
GWP	Global Warming Potential
GGBS	Ground Granulated Blast Furnace Slag
HAZID	Hazard Identification
HCFC	Hydrochlorofluorocarbon
HCM	Human Capital Management
HR	Human Resources
HSE	Health, Safety and Environment
HSR	Health-Safety Rating
HVAC	Heating, Ventilation, and Air Conditioning
IGBC	Indian Green Building Council
IMS	Integrated Management System
INSEAD	Institut Européen d'Administration des Affaires
ISO	International Organization for Standardization
IPCC	Intergovernmental Panel on Climate Change

Abbreviation	Expanded Term
IoT	Internet of Things
IUCN	International Union for Conservation of Nature
KLD	Kilo Litres per Day
KMP	Key Managerial Personnel
LCA	Life Cycle Assessment
LC	Least Concern
LEED	Leadership in Energy and Environmental Design
LODR	Listing Obligations and Disclosure Requirements
LPG	Liquefied Petroleum Gas
LTIFR	Lost Time Injury Frequency Rate
LBC	Living Building Challenge
MHCPL	My Home Constructions Pvt. Ltd.
MSCI	Morgan Stanley Capital International
MW	Megawatt
MEP	Mechanical, Electrical, and Plumbing
MoEFCC	Ministry of Environment, Forest and Climate Change
NGFS	Network for Greening the Financial System
OHS	Occupational Health and Safety
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PvT	Private
PV	PhotoVoltaic

Abbreviation	Expanded Term
QR	Quick Response
REIT	Real Estate Investment Trust
SAP	Systems, Applications and Products in Data Processing
SDG	Sustainable Development Goal
SGD	Sustainable Development Goals
SMS	Safety Management System
SRI	Solar Reflective Index
SOP	Standard Operating Procedures
STEM	Science, Technology, Engineering, and Mathematics
TCFD	Task Force on Climate-related Financial Disclosures
TFMC	Telangana Facilities Management Council
TJ	Terajoules
TREDA	Telangana Real Estate Developers' Association
TRUE	Total Resource Use and Efficiency
UK	United Kingdom
UHPC	Ultra-High-Performance Concrete
VRF	Variable Refrigerant Flow
VRV	Variable Refrigerant Volume
VFD	Variable Frequency Drive
VU	Vulnerable
VOC	Volatile Organic Compounds
WELL	WELL Building Standard





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