



BUILDING
RESPONSIBLY
GROWING
SUSTAINABLY



Sustainability Report
2025-26



Grava Business Park

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ABOUT THE THEME

Building Responsibly. Growing Sustainably.

From Harmonising communities to high performance commercial destinations.

At My Home, responsible development and sustainable growth are inseparable. This year's theme, **"Building Responsibly. Growing Sustainably."**, embodies our conviction that the built environment must create enduring value to balance economic progress with environmental stewardship and social well-being.

Sustainability for us goes far beyond construction. Our approach is rooted in harmonising communities, enabling inclusive growth, and shaping high-performance commercial destinations that support productivity, innovation, and long-term value creation. We recognize that the spaces we build influence not only businesses, but also the people, ecosystems, and communities that surround them. As such, our developments are designed to foster connectivity, resilience, and a sense of shared purpose.

Through this theme, we reaffirm our commitment to delivering sustainable, future-ready spaces that elevate lifestyles, enhance business outcomes, and respond to evolving urban needs. Equal importance is placed on community well-being, responsible resource use, climate-conscious design, and resilient infrastructure, ensuring that our developments remain relevant, robust and impactful over time.

As our footprint continues to expand, sustainability remains central to how we design, build, and grow. Every project is an opportunity to create positive environmental impact, embed efficiency, and strengthen the social fabric of our cities. By integrating sustainability into every decision, we strive to ensure that the progress we achieve today supports thriving communities, resilient economies, and healthier environments for generations to come.



Sustainability is no longer about doing less harm. It's about doing more good.

ABOUT THE REPORT

We are proud to present the FY 2025-26 edition of our Environmental, Social, and Governance (ESG) Report, reflecting our third consecutive year of transparent and responsible ESG reporting. We strive to provide comprehensive insights across key performance indicators (KPIs), covering all material topics, and remain dedicated to further enhancing the depth and quality of our disclosures in future reports.

This report presents our strategic approach to Environmental, Social, and Governance (ESG) practices, underscoring our commitment to reducing carbon emissions in alignment with India's Net Zero 2070 climate goals. It also highlights our key achievements and flagship initiatives, including social development projects undertaken by My Home Constructions that contribute meaningfully to community well-being.

Reporting Scope and Boundary

This report covers the projects along with portfolio of residential (under development) and commercial assets (both operational and under development) owned and managed by My Home Constructions Pvt Ltd throughout Hyderabad. In line with the joint venture ownership structure of Skyview 10 and Skyview 20, 50% of the associated environmental data has been included in this report.

Our Head Office (Corporate)

- My Home Hub (HITEC City)

Development Residential Projects:

- My Home 99
- Grava Residences
- My Home Avali
- My Home Sayuk
- My Home Nishada
- My Home APAS
- My Home Akrida
- My Home Raka

Development Commercial Project

- Grava Business Park – Phase 1A

Manufacturing Unit

- Hyma Precast Unit

Properties Management (Commercial)

- My Home Twitza
- The Skyview 10
- The Skyview 20

Ready Mix Concrete's (RMC) Plants

- APAS RMC
- Grava RMC
- MH 99 RMC
- Precast RMC
- Sayuk RMC
- Nishada RMC

Reporting Period

This report covers our ESG performance for the period, 1st April 2025, to 31st March 2026.

Reporting Framework

The report has been developed 'in reference' to Global Reporting Initiative (GRI) Standards 2021 and in alignment with the United Nations Sustainable Development Goals (UNSDGs). It provides transparent and consistent disclosures on our ESG performance and outlines how we assess and manage material ESG risks and opportunities, including climate-related impacts, in line with internationally accepted sustainability practices.

Feedback and Suggestions

We appreciate feedback from all our stakeholders as it helps us strengthen our practices and performance.

Please feel free to reach out –

Mr. Venugopala Rao Srirangam
AVP – Projects & Sustainability
Email: venugopalarao.s@myhomeconstructions.com

MESSAGE FROM THE CHAIRMAN

Achieving the first IGBC Net Zero Energy, Water, Waste to Landfill & Carbon project in the Hyderabad region and becoming the first in Telangana to receive WiredScore Platinum pre-certification for Grava Business Park - Phase 1A

Dr. Rameswar Rao Jupally
Chairman

Dear Stakeholders,

With a deep sense of responsibility and pride, I am pleased to share our ESG Report for FY 2025-26, a reflection of how sustainability is woven into the way we think, plan, and build. Guided by our enduring ethos of Care for People and care for the Planet, we continue to learn, innovate, and adapt in evolving social and environmental realities.

Our vision is to redefine the future of real estate by creating spaces that are safer, smarter, more efficient, and vibrant, where people can live, work, and thrive every day. Sustainability is not an aspiration for us; it is integral to our growth strategy.

We continue to invest in building efficiency and carbon reduction strategies, including renewable energy, smart technologies, and thoughtful design. These efforts are complemented by inclusive workplace policies and community engagement programs that reflect our people-first approach.

Governance remains central to how we operate and measure success. Our policies and frameworks set clear standards for ethical conduct, regulatory compliance, and responsible decision-making across the organization. By establishing clear expectations and enabling consistent implementation, these frameworks strengthen accountability and transparency at every level.

Highlights from the past year include:

- Managing 5.2 million square feet of LEED certified commercial operational built-up space, with an additional 4.2 million square feet under development—reflecting both the trust placed in us and our responsibility to grow thoughtfully and responsibly.
- Achieving the first IGBC Net Zero Carbon project in the Hyderabad region and becoming the first in Telangana to receive WiredScore Platinum pre-certification for Grava Business Park.
- Achieved the Sword of Honor and Great Place to Work certification for My Home Constructions.
- Achieved ISO 20400 Sustainable Procurement certification for Hyma Developers, reinforcing our commitment to responsible supply chain practices.

Through purposeful use of technology, we are reducing our environmental footprint, enhancing operational efficiency, strengthening safety standards, and building greater trust across our stakeholders, while creating climate-resilient, technologically progressive, and thoughtfully designed developments that enrich lives—guided always by our enduring purpose to Make Living Better; Thank you for exploring this report and for being part of our continued commitment to sustainability.

MESSAGE FROM THE EXECUTIVE VICE CHAIRMAN



Our approach is rooted in disciplined execution — translating vision into measurable performance across every project and function. We have embedded environmental stewardship, social responsibility, and strong governance into our daily operations.

Ramu Rao Jupally
Executive Vice Chairman



Dear Stakeholders,

At My Home Constructions, sustainability is not an aspiration — it is a core part of how we plan, build, and operate our developments. In an era of rising environmental and social expectations, we regard sustainability as a strategic imperative that drives long-term value creation, resilience, and responsible growth.

Our approach is rooted in disciplined execution — translating vision into measurable performance across every project and function. We have embedded environmental stewardship, social responsibility, and strong governance into our daily operations. Key priorities include achieving Net Zero-aligned assets, advancing circular economy practices, responsible material sourcing through GreenPro certifications and Environmental Product Declarations (EPDs), and maintaining best-in-class Occupational Health & Safety (OHS) standards.

We have made significant progress in several areas. Through extensive use of precast technology, 7D BIM, and low-carbon materials such as high GGBS, Flyash concrete and recycled steel, we successfully reduced embodied carbon by 30% at Grava Business Park Phase 1A, while achieving all four IGBC Net Zero ratings - Energy, Water, Waste-to-Landfill, and Carbon. On the operational front, we continue to strengthen energy efficiency, wastewater recycling, and renewable energy integration.

Digital transformation has been a key enabler. We have implemented paperless quality and safety monitoring systems with real-time data capture, centralized dashboards, and 360° camera-based progress tracking. These initiatives have improved transparency, accountability, and operational efficiency while significantly reducing paper consumption.

Our people remain at the heart of our ESG journey. We continue to invest in safety leadership, structured training programs including IGBC-AP certification, leadership development, and employee well-being. These efforts reinforce our aspiration to be recognized as a Great Place to Work while nurturing an inclusive and high-performing culture.

Looking ahead, we remain fully committed to raising the bar on sustainability performance. By strengthening monitoring mechanisms, enhancing accountability, and fostering continuous improvement, we will deliver developments that are not only commercially successful but also environmentally responsible and socially impactful.

We value your continued trust and support as we work towards building a more sustainable future.

KEY ESG SNAPSHOTS - FY 26

Environment



55 %
of total energy in operational commercial projects is from renewable sources

0.014 GJ/sq.ft & 0.0015 GJ/sq.ft
energy intensity for operational portfolio & development portfolio respectively

34,287 MTCO₂e
of total Scope 1 & 2 emissions

227,229 GJ
of total non-renewable energy consumption

IGBC Net Zero-Water, Waste, Energy, and Carbon
Grava Business Park

100 %
of Ongoing portfolio projects IGBC/LEED Pre-certified

IGBC Net Zero waste - Platinum certification
My Home Twitza

41,737,605 sq.ft area
green building area certified

8,400 MT
of C&D waste was recycled

Social



29 %
increase in women workforce from FY 2025

Great Place to Work
Certified from past 3 consecutive years

34,000 man-hours
of training

Around
INR 160 million
invested in CSR programs

91 %
return to work rate post parental leave

25 %
of input material directly sourced from MSMEs/ small producers

Governance



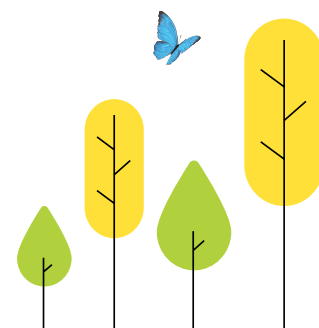
Zero
data breaches

Zero
incidents of discrimination across its operations

100 %
Statutory Compliance

OUR BUSINESS

Purpose, Vision, Mission & Values



PURPOSE

'Make Living Better' - we build homes and workplaces that improve quality of life and create enduring value. This drives us to create spaces that not only meet evolving needs but also foster environments that nurture communities and add long-term value.

VISION

To create solutions that make living better - through care for people and care for the planet creating high-quality places to live and work, generating sustainable power, reliable quality building materials and supporting education that enriches people's lives.



SUSTAINABILITY VISION

Develop Buildings that are both luxurious and environmentally conscious. Provide Sustainable Solutions in Design & Construction of Living or Working spaces that make "Living Better".
Emerge "My Home" as a Leader in Sustainable Built Environment.

MISSION

"To turn urban spaces into well-designed ecosystems that support well-being and sustainability. We aim to align with global standards and provide confidence to investors through responsible and transparent practices".



Our ESG Objectives

ENVIRONMENT

Our environmental objective is to -

- Negate environmental impact through innovative design solutions, energy efficiency ratings and green building certifications.
- Focus on efficiently managing climate-related risks and forming strategic alliances to support sustainable development.

SOCIAL

Our social objective is to -

- Create spaces that improve the overall quality of life for our customers and engage in activities that elevate and empower the local community.
- Invest in our employees' well-being and development and foster an environment that promotes diversity and inclusivity.

GOVERNANCE

Our governance objective is to -

- Implement governance practices that promote ethical and transparent operations while enhancing long-term value and sustainability.

Values

Our operations are guided by a strong set of core values that define how we conduct business and create long term value.

Commitment to Excellence

We focus on delivering quality outcomes while upholding trust and reliability across all engagements.

Responsible Innovation

We thoughtfully adopt advanced technologies and practices that enhance sustainability, efficiency, and performance.

Trust and Transparency

We foster enduring relationships with stakeholders through open communication, ethical conduct, and accountability.

These values are embedded into everyday decision making, enabling us to integrate sustainability across our projects while delivering outcomes that matter to both people and the planet. Each development represents an opportunity to strengthen our sustainability performance and investment readiness, supported by timely execution, responsible practices, and sustained stakeholder confidence.

About My Home Constructions

Overview

My Home Constructions is a prominent real estate developer and a key subsidiary of My Home Group, which has played a significant role in shaping the urban landscape of Hyderabad since its inception in 1981. Over the past four decades, we have established ourselves as a trusted name in the construction sector, recognized for our commitment to quality, innovation, and customer-centric development. With a presence that continues to grow alongside the city, our developments have become an integral part of Hyderabad's evolving skyline.

Headquartered in Madhapur, Hyderabad, we primarily operate across Telangana, with a major

presence in Hyderabad and the surrounding regions. Through our developments, we have significantly contributed to urban expansion, infrastructure growth, and the creation of integrated living and working spaces.

Anchored in the core values of "Care for the People" and "Care for the Planet," My Home Constructions consistently delivers projects that foster sustainable living and create vibrant, close-knit communities. Our long-term vision, extending towards 2050, reflects a strategic commitment to sustainable growth and responsible business practices.

Highlights

26+

Completed residential & commercial projects

44+

Million SFT
Total built-up area delivered

50

Million SFT In the planning stage

40+

years of rich legacy

44+

Million SFT
Under Construction



My Home Twitza

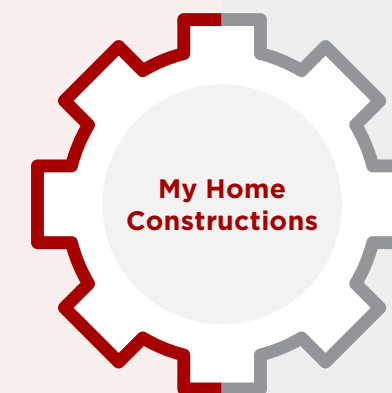
Operations and Portfolio Overview

My Home Constructions operates across a diversified portfolio of residential and commercial developments, encompassing projects that are completed, under construction, and in various stages of planning. Each development represents a distinct site, ranging from thoughtfully designed residential communities to large-scale

commercial and mixed-use assets, where our capabilities in design, engineering, construction, and sustainability converge. We also operate through associated brands such as Hyma developers and Aqua Space Developers, further strengthening our presence across different market segments.

Residential Development

We develop high-quality residential projects including apartments, gated communities, luxury homes, and villas, designed to offer modern living, comfort, and well-planned communities.



Commercial Development

We deliver premium office spaces and modern work environments that support business growth, productivity, and sustainable urban development.

Location and no of projects under each category

20 Completed/ Standing
Residential

7 Under construction
Residential

6 Completed
Commercial

1 Under construction
Commercial



My Home Sayuk

OUR PROJECTS PORTFOLIO

Residential

Completed

✓ My Home Raka (2025)	✓ My Home Vihanga (upto 2017)	✓ My Home Fernhill (upto 2017)
✓ My Home Tarkshya (2023)	✓ My Home Abhra (upto 2017)	✓ My Home Gardenia (upto 2017)
✓ My Home Mangala (2022)	✓ My Home Jewel (upto 2017)	✓ My Home Hill View (upto 2017)
✓ My Home Krishe (2020)	✓ My Home Navadweepa (upto 2017)	✓ My Home Lakshmi Nivas (upto 2017)
✓ My Home Bhooja (2020)	✓ My Home Rainbow (upto 2017)	✓ My Home Manjari (upto 2017)
✓ My Home Avatar (2019)	✓ My Home Madhuban (upto 2017)	✓ My Home J M Apartments (upto 2017)

Ongoing

➤ My Home Akrida	➤ My Home Apas	➤ My Home Nishada
➤ Grava Residences	➤ My Home Avali	➤ My Home Sayuk
	➤ My Home 99	

Commercial

Completed

✓ My Home Twitza (2020)	✓ My Home Hub (2010)	✓ My Home Sarovar (2010)
✓ The Skyview (2019)	✓ My Home Tycoon (2010)	✓ My Home Jupally (2010)

Upcoming

➤ Grava Business Park - Phase 1A

The sustainability features integrated across our operational and development projects include:



By integrating quality construction, sustainable design principles, and operational efficiency across all segments, we continue to strengthen our market presence while supporting resilient urban development and future-ready infrastructure.

New Strategic Projects and Development Hubs

Hyma Developers Pvt. Ltd.

Building Sustainable Growth Across Every Development

At Hyma Developers Pvt Ltd, we are committed to embedding sustainability at the core of how we design, build, and operate our assets. As part of My Home Constructions Pvt Ltd, we integrate environmental responsibility, social impact, and strong governance into every stage of development. Our approach is structured, measurable, and aligned with long-term value creation ensuring that each project contributes to resilient, future-ready infrastructure while meeting the evolving expectations of investors and stakeholders.

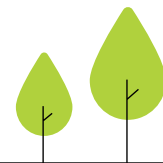
We are supported by a workforce of 1,229 employees, with a strong operational base (97.8% male and 2.2% female), and we continue to strengthen diversity and inclusion over time. We invest consistently in capability building, delivering 3,741 man-hours of training, including health and safety programs, to enhance workforce competence and on-site performance.

As part of the Group's living wage assessment initiated in January 2026, Hyma Developers Private Limited evaluated its workforce using the Anker Methodology, with the employee participation through surveys and workshops. The assessment covered Hyderabad operations and accounted for in-kind benefits such as meal allowances and accommodation, supporting overall employee well-being.

In line with its commitment to low-carbon development, Hyma Developers Pvt Ltd conducted Life Cycle Assessments (LCA) for key projects based on tentative Bill of Quantities (BOQ) and available design details. The assessments were carried out using the One Click LCA platform, in accordance with ISO 14040/44, EN 15978, and EN 15804 standards. The scope covered Product Stage (A1-A3) and Transport Stage (A4). A comprehensive Whole Building Life Cycle Assessment (WBLCA) will be performed after project completion.

ESG PURPOSE STATEMENT

“Create vibrant spaces that harmonize with nature, elevate social well-being, and provide long-term value for our stakeholders.”



Our Projects Portfolio



My Home 99
(Residential - Ongoing)



Grava Residences
(Residential - Ongoing)



Grava Business Park - Phase 1A
(Commercial - Ongoing)



Precast Manufacturing Unit (Operational)

My Home 99



My Home 99 is a super luxury residential development that integrates natural surroundings with urban accessibility, offering a sustainable lifestyle in one of Hyderabad's fastest-growing corridors, Kokapet overlooking Osman Sagar Lake.

Key Highlights

- Limited development of 99 exclusive residences
- Estimated Solar capacity: 180 kWp
- Compliance with TS RERA ensuring transparency and regulatory adherence
- Integrated energy management systems for optimized performance
- Landscaped green spaces with extensive tree planting
- Sewage treatment plant (STP) and advanced water management systems
- Efficient stormwater drainage infrastructure
- Comprehensive solid waste management and disposal systems



My Home 99



My Home 99

ESG Highlights

13 MTCO₂e
Scope 1 Emissions

658.90 kgCO₂e/m²
Embodied Carbon Intensity (ECI)

482 kL
Water Consumption

630,704
Total Safe Man Hours

630,704
Total Man hours worked

CERTIFICATIONS:

IGBC Green Homes
V3 - Pre-certified
Platinum



Grava Residences



Grava Residences delivers a balanced and efficient living environment, combining urban convenience with sustainability-focused design to enhance long-term occupant well-being.

Key Highlights

- Located in a high-growth urban corridor
- Estimated Solar capacity: 300 kWp
- Integrated energy-efficient building design and optimized orientation
- Rainwater harvesting and water-efficient plumbing systems
- Use of low-VOC materials and sustainable construction practices
- Enhanced indoor air quality with natural ventilation strategies
- Extensive green spaces with native landscaping



Grava Residences



Grava Residences

ESG Highlights

131 MTCO₂e
Scope 1 Emissions

90,345 kL
Water Consumption

5,843,048
Total Man hours worked

545.69 kgCO₂e/m²
Embodied Carbon Intensity (ECI)

5,842,272
Total Safe Man Hours

CERTIFICATIONS:

IGBC Green Homes V3 – Pre-certified Gold



Grava Business Park



Grava Business Park represents our advanced ESG-led commercial development, designed to deliver high-performance workspaces aligned with global sustainability benchmarks. Strategically located in Kokapet, Hyderabad, the project blends cutting-edge engineering with biophilic design principles, emerging as a premium business destination within a serene natural landscape.

Key Highlights

- Designed in alignment with IGBC Net Zero requirements (Energy, Water, Waste, and Carbon); first developer project as well as first IT Business Park in India to achieve all four Net Zero ratings at design stage
- GRESB Rating: Improved from 3- Star (2024) to 4-Star (2025) under Development Category
- 5-Star TSECBC Rating (22.67% energy cost savings) over standard building
- Supported by precast manufacturing facility enabling faster and sustainable construction

Key Features

- Energy modeling using eQUEST v3.65 aligned with global green building standards (LEED, IGBC, ASHRAE)
- Energy efficiency measures in envelope, lighting, and HVAC to enhance thermal comfort
- Water-cooled chillers with R134A refrigerant
- AHUs with MERV-8 & MERV-14 filters
- Estimated Solar capacity: 529.9 kWp (T10) and ~500 kWp (T20)
- Planned procurement of green power (Green Tariff) during commercial operational phase
- MBR-based STP system for reuse in landscaping, irrigation, and cooling tower make-up
- Use of water-efficient fixtures
- RRR principles (Reduce, Reuse, Recycle) implemented for waste management
- Procurement of EPD certified steel, façade glass, GreenPro cement, and Robomatic walls
- Extensive blue and green infrastructure integration

ESG Highlights

87 MTCO₂e
Scope 1 Emissions

1,364 MTCO₂e
Scope 2 Emissions

1,696,560
Total Man hours worked

1,696,352
Total Safe Man Hours

Performance Metrics

0.83
Net Zero Energy – EPI

1.38
Net Positive Water – Ratio

12,892 kg diverted
Net Zero Waste

490 kgCO₂e/m²
Embodied carbon

CERTIFICATIONS:

IGBC Net Zero-Water, Waste, Energy, and Carbon Certification (Design Stage), Wired Score Platinum Pre-Certification, LEED v4 BD+C – Pre-certified Platinum



Precast Manufacturing Unit

Our precast manufacturing unit supports large-scale developments through efficient, standardized, and low-carbon construction practices, enabling faster and more sustainable project delivery.

Key Highlights

- Capacity: 5 million sq. ft./year | ~400 CuM/day
- Supports major developments such as Grava Business Park
- Designed with a strong focus on quality control, safety, and operational efficiency

Key Features

- Adoption of BIM (3D & 4D) technology
- Reduced construction waste and embodied carbon
- Improved accuracy and production efficiency
- Enables circular construction practices
- Energy-efficient manufacturing processes and equipment
- Strong focus on quality control and safety standards



ESG Highlights

52 MTCO₂e
Scope 1 Emissions

1,543 MTCO₂e
Scope 2 Emissions

36,739 kL
Water Consumption

1,081,464
Total Safe Man Hours

1,081,488
Total Man hours worked

CERTIFICATIONS:
LEED O+M Gold operations



Scope 3 Categories Emissions (Hyma Developers) - FY 26

Scope Categories	Units	Scope 3 Emissions
C1: Purchased Goods and Services	MTCO ₂ e	56,286
C2: Capital Goods	MTCO ₂ e	252
C3: Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	MTCO ₂ e	1,408
C6: Business Travel	MTCO ₂ e	17
C7: Employee Commute	MTCO ₂ e	91
C8: Upstream Leased Assets	MTCO ₂ e	274
Total Scope 3 Emissions	MTCO₂e	58,328

Other Key Sustainability Initiatives



SOCIAL

- Recognized as a Great Place to Work across multiple years (2024-2026), demonstrating a strong and consistently positive workplace culture
- Emphasis on occupational health and safety, supported through regular on-site audits and structured safety practices
- Implementation of safety training and awareness programs, including workplace safety and emergency preparedness sessions
- Promotion of safety awareness among workers through dedicated safety motivational initiatives
- Provision of worker welfare infrastructure, including accommodation, sanitation, and basic amenities
- Focus on ensuring safe, hygienic, and dignified working conditions
- Investment in employee development, including training programs at My Home Knowledge Centre, Tellapur, including sustainability awareness and green building certifications
- Living-wage assessment to promote fair and responsible compensation practices.
- Community engagement through social initiatives, including health camps for workers, educational initiatives such as the Muchintal School project (Shikshaantra PLUS), and collaboration with COWE for development of workers' children
- Contribution to social initiatives, including support for the Sri Ramanuja Sahasrabdi (SRS) Project



GOVERNANCE

- Established an ESG governance framework, including the integration of a dedicated ESG Committee to oversee sustainability initiatives
- Defined ESG strategy, roadmap, and measurable targets aligned with long-term business goals
- Integrated ESG performance indicators into leadership accountability and decision-making
- Strengthened ethical business practices through Employee and supplier codes of conduct and Compliance with regulatory frameworks (including RERA)
- Adopted sustainable procurement principles (aligned with ISO 20400)
- Strengthening risk management practices, including adherence to Flood Risk Assessment and Environmental Impact Assessment (EIA) requirements
- Commitment to transparency through regular ESG disclosures and reporting
- Advanced green building practices, including achieving LEED v4 BD+C Core & Shell Pre-Certified Platinum status for Grava Business Park - Phase 1A

CASE STUDY

Grava Business Park - Phase 1A

India's Largest Precast Commercial Development with Four IGBC Net Zero Ratings

Material ESG Concern

Large scale commercial developments typically result in high construction waste, significant embodied and operational carbon emissions, intensive energy use, and heavy dependence on freshwater resources. At Grava Business Park, spanning 20 million sq. ft. across two high rise towers - these challenges were amplified by the scale and ambition to simultaneously achieve Net Zero Waste, Net Zero Energy, Net Positive Water, and Net Zero Carbon outcomes in a water stressed urban context

My Home's Strategic Intervention

My Home Constructions adopted an integrated sustainability led delivery model anchored in precast construction, advanced digital planning, and circular resource management. Extensive use of precast technology, supported by 3D, 4D, and 7D BIM, enabled reduced material wastage, improved efficiency, and lifecycle optimisation. The project incorporated biophilic design

principles, rigorous on site waste segregation, low carbon and certified materials, 100% wastewater recycling systems, and full reliance on renewable energy through solar power and green tariffs.

Impact & Outcomes

Grava Business Park Phase 1A became the first IT business park in India and the first project in Hyderabad to achieve all four IGBC Net Zero ratings at the Design stage.

30% reduction in embodied carbon intensity (**490** kgCO₂e/m² vs baseline **700** kgCO₂e/m² - A1 to A4 stage)

Our Commitments:

- **100%** construction waste recycled, diverting over **5,047** MT from landfill
- **100%** renewable energy procurement with an EPI of **0.83**
- **100%** wastewater recycling, achieving Net Positive Water performance

The project demonstrates that sustainability at scale is achievable without compromising functionality or design, setting a new benchmark for future ready, climate responsible commercial developments in India and reinforcing My Home Constructions' leadership in ESG driven real estate.



Climate Risk Management

During FY 2024-25, Hyma Developers undertook a comprehensive Climate Risk Assessment (CRA) to identify both the direct physical impacts of climate change and the evolving transition-related challenges affecting the business. The assessment highlighted key physical risks such as water stress, rising temperatures, extreme rainfall, strong wind events, and wildfire exposure, alongside transition risks driven by changing regulations and the shift towards low-carbon development. Together, these risks have the potential to disrupt construction timelines, increase operating costs, and impact workforce productivity and on-site working conditions.

Scope of Assessment

To address Hyderabad's evolving climate conditions, the CRA was conducted across selected key assets and operations, including:

- Grava Business Park
- My Home 99
- Grava Residences
- Precast Manufacturing Unit

This asset level approach enabled a focused evaluation of climate risks relevant to project design, construction, and long term operations.

Assessment Methodology

The Climate Risk Assessment followed a four-step structured approach:

- 1. Sector Specific Research:** Review of construction sector climate vulnerabilities and regional climate trends relevant to Hyderabad.
- 2. Geospatial and Climate Data Analysis:** Use of publicly available geospatial data to assess location specific exposure to physical climate risks.
- 3. Climate Scenario Modelling:** Scenario analysis based on projections from the Network for Greening the Financial System (NGFS) and the Intergovernmental Panel on Climate Change (IPCC) to assess potential future climate conditions.

- 4. Cost Linked Mitigation Planning:** Identification of mitigation and adaptation measures linked to potential cost impacts, supporting informed planning and investment decisions.



Grava Business Park

Key Climate Risks Identified

The assessment evaluated both physical risks and transition risks using public climate tools and peer benchmarks. Key vulnerabilities identified included:

- Heat and water stress affecting site operations and workforce productivity
- Increased cooling demand leading to HVAC system overload
- Rainwater ingress and storm related impacts on buildings
- Equipment overheating and performance degradation

Climate scenario modelling indicated long-term trends such as rising cooling requirements, groundwater depletion, and increasing exposure to extreme weather events. Transition risks assessed included evolving regulatory requirements, increasing demand for climate-resilient developments, adoption of low-carbon construction technologies, and potential reputational impacts.

Climate Resilience and Mitigation Measures

To enhance climate resilience across assets, the following strategies were implemented:

Heat Mitigation



Passive ventilation measures, adaptive work schedules, and IoT based monitoring systems

Water Scarcity Management



Installation of smart water meters and adoption of drip irrigation systems

Storm Resilience



Waterproofing measures and green fencing to manage heavy rainfall and wind exposure

Fire Preparedness



Use of flame-retardant coatings and establishment of designated evacuation routes

Transition Readiness



Adoption of low carbon construction materials and workforce upskilling initiatives

Adaptation and Design Measures

Environmental assessments and peer reviews were conducted for each project to evaluate climate related impacts. Detailed Mechanical, Electrical, and Plumbing (MEP) assessments supported resilient and efficient building design, helping reduce exposure to climate risks and improve long term durability.

A digital climate risk dashboard was developed to track vulnerabilities and mitigation actions and to integrate climate insights into ESG reporting, certifications, and investment planning. Climate risks and mitigation measures are reviewed periodically and updated in line with emerging climate data, regulatory developments, and operational learnings. This ongoing monitoring approach supports structurally sound, climate-ready developments and aligns climate risk management with our sustainability objectives and long-term value creation.



Grava Business Park

Awards and Accolades

We are proud to have our achievements recognized through a diverse array of awards and honours. These accolades reflect our unwavering commitment to excellence across the industry, from distinguished acknowledgments for environmental stewardship to commendations celebrating our contributions to society. Each honour reinforces our dedication to sustainability, innovation, and quality, motivating us to continually elevate our standards and deepen our impact on the communities we serve.



Awards & Honors

Platinum Award in HSE and Gold Award in ESG Sustainability (ISDA INFRACON NATIONAL AWARDS IINA)
- Grava Business Park, Kokapet - 2025

Featured in the Forbes India Developers A-List
- My Home Constructions - 2025

Sword of Honour (British Safety Council - UK)
- My Home Constructions & Grava Business Park - 2025

Workplace Safety Award & ESG Award (INFHRA)
- My Home Twitza & My Home Constructions.

IGBC Performance Challenge Award
- My Home Twitza - 2025



Certifications & Ratings

5 Golden Stars Safety Rating (National Safety Council India)
- Grava Business Park, Phase 1A

4-Star Rating in the GRESB Sustainability Assessment (Development Category)
- 2025

Indian Green Building Council (IGBC) Green Homes Pre-Certified Gold Rating
- My Home Akrida - June 2025

Great Place To Work Certification
- Hyma Developers Private Limited - till Feb 2026

Indian Green Building Council (IGBC) Green Homes Pre-Certified Gold Rating
- Grava Residences - March 2026

Great Place To Work Certification
- My Home Group (MHCPL, MHIPL, HDPL, ASDPL, TTPL, MHPSP, BCSLLP) - till Feb 27

IGBC Net Zero Waste to landfill - Platinum (Operational) Certification
- My Home Twitza in Aug 2025.

Great Place To Work Certification
- Tellapur Technocity Private Limited - till Jan 2026

IGBC Net Zero Certifications (Design Stage)
- Grava Business Park - Phase 1A:

1. IGBC Net Zero Waste Platinum (Design) rating
2. IGBC Net Positive Water (Design) rating
3. IGBC Net Zero Energy (Design) rating
4. IGBC Net Zero Carbon (Design) rating

ISO 20400:2017 Certification
- Hyma Developers Private Limited - Mar 2026

UL Verified Healthy Building Mark for Indoor Air
- The Skyview 10 & 20 - till Mar 2026

WiredScore Platinum Pre-Certification
- Grava Business Park - Phase 1A

Membership and Associations

At My Home, we actively engage with leading industry coalitions, sustainability platforms, and organisations that set global reporting frameworks to drive collective progress and ensure alignment with internationally accepted best practices. As part of our commitment to responsible and forward-looking leadership, we collaborate with esteemed organisations including GRESB, CII, IGBC, the CII Telangana ESG Forum, CREDAI, the International WELL Building Institute, ISO, and TREDA (Telangana Real Estate Developers Association).

Organization	Description	Logo
GRESB	A global ESG benchmarking framework for real estate and infrastructure performance.	
CII	India's leading industry body driving sustainable growth through policy advocacy and collaboration.	
IGBC Membership (Founding Member)	IGBC – Indian Green Building Council is the India's most widely used green building rating system. IGBC certification provides a framework for healthy, highly efficient, and cost-saving green buildings, which offer ESG benefits. We have an IGBC Founding membership.	
CII Telangana ESG Forum	CII Telangana ESG Forum during FY 2025-2026, reflected our dedication to embedding ESG principles across our operations. The forum brought together industry stakeholders to exchange best practices, address ESG challenges, and promote collective action.	
CREDAI (Founding Member)	The apex association representing real estate developers and promoting responsible sector growth.	
International Well Building Institute	An evidence-based roadmap for applying WELL Building Health & Safety Standards.	
ISO	An international organisation developing standards to enhance quality, safety, and operational efficiency.	
TREDA (Telangana Real Estate Developers Association)	The premier real estate industry association that works to find effective solutions for issues that plague the real.	

Through these strategic partnerships, we play a meaningful role in shaping sustainability benchmarks, contributing to policy dialogue, and driving cross-sector collaboration. Our active participation strengthens our ability to build resilient, inclusive, and future-ready developments while reinforcing our commitment to long-term environmental and social value creation.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

As a responsible real estate organization, we acknowledge our role in addressing long-term societal and environmental challenges while contributing to sustainable development. To guide this commitment, we undertake structured materiality assessments that actively engage key stakeholders to identify and prioritize ESG issues most relevant to our business and critical to long-term value creation. This inclusive and systematic approach strengthens our strategic focus, sharpens decision-making, and enables us to deliver measurable, positive outcomes for society and our stakeholders over the long term.

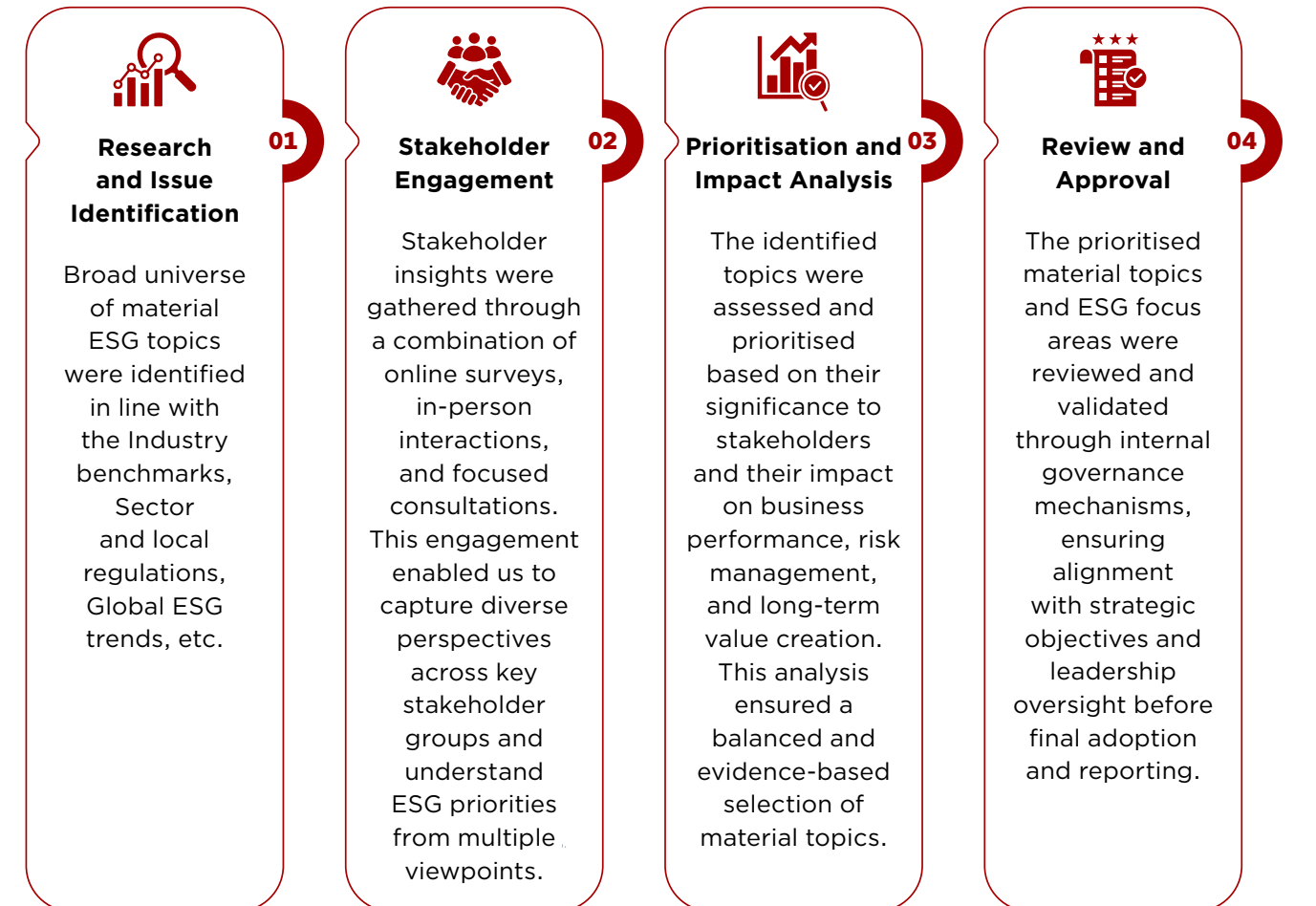


Stakeholder Engagement			
Stakeholder Group	Mode of Engagement	Frequency of engagement*	Focus areas
Investors	Annual general meeting, corporate website and publications, Investor queries	Annual Quarterly	Economic and market performance, regulations, health and safety, GRESB performance
Suppliers	Contractual agreements and code of conduct acceptance, Supplier onboarding and due-diligence processes, grievance redressal mechanism, feedback forms, training programs	Annual	Supplier code of conduct, resource efficiency, responsible sourcing and business ethics
Employees	Employee satisfaction surveys, town hall meeting, training sessions, periodic internal communications, performance appraisal, employee engagement programs	Annual Quarterly	Code of conduct, Ethics, Human Rights & labour practices, Employee growth opportunities, occupational health and safety, culture, equal opportunity, learning and development
Regulatory Authorities	Inspections, forums and meetings, compliance report submission	Annual	Statutory and regulatory compliance
Community	CSR and volunteering initiatives, Awareness campaigns, grievance redressal mechanism	Annual	Societal impact, learning & capacity building, health care and sanitation, animal welfare, farming

*In addition to scheduled engagements, we engage with stakeholders on an ongoing or need-based basis as required

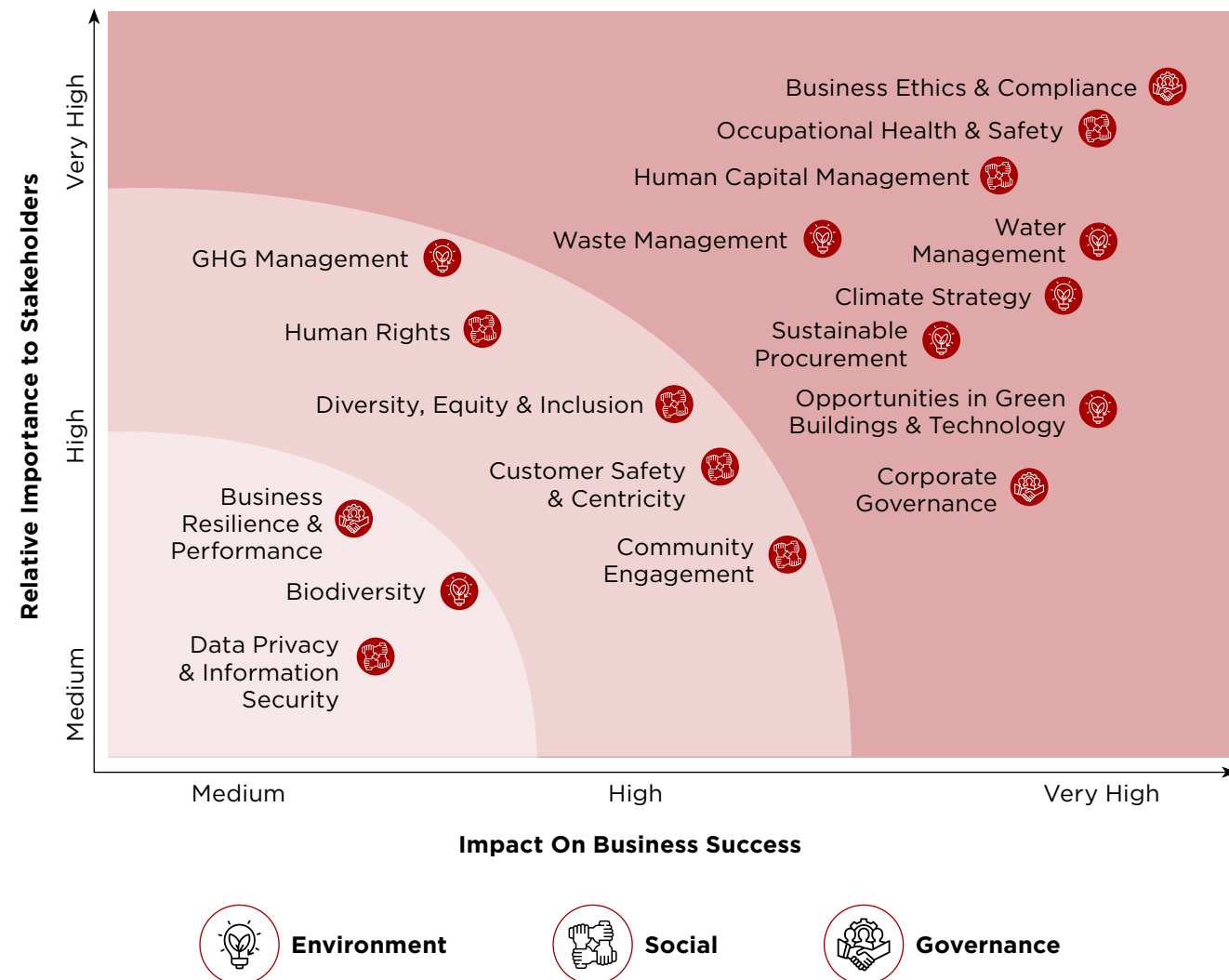
Materiality Assessment

To ensure our ESG strategy is informed by diverse perspectives, we adopted a structured and inclusive stakeholder engagement approach. This engagement process played a central role in shaping our ESG focus areas and defining the material topics for the year, ensuring alignment with stakeholder expectations, sectoral priorities, and long term value creation objectives.



Based on the above methodology, we have identified 17 material topics through a structured impact analysis, of which 9 are considered highly critical due to their significant impact on business success and stakeholder importance. These topics serve as the foundation for our ESG strategy, guiding informed decision-making, strategic priorities, and consistent reporting.

Our Materiality Matrix



List of Material Issues:

Environment				
Material Topic	Risk & Opportunity	Rationale	GRI Disclosure	Alignment with SDG's
Water Management	Risk	The water-intensive nature of construction and operations presents risks associated with water scarcity, regulatory constraints, and increasing stakeholder scrutiny.	GRI 303	
Climate Strategy	Opportunity	Our sector's high carbon emissions profile presents opportunities to improve efficiency, resilience, and long-term asset value through low-carbon development.	GRI 305	
Sustainable Procurement	Risk & Opportunity	Reliance on multiple contractors and suppliers presents environmental and labour-related risks. While Supply chain scale offers the ability to drive higher sourcing standards and accountability across the value chain.	GRI 417	
Waste Management	Risk	High construction and demolition waste generation Presents compliance, disposal, cost, and circularity-related risks.	GRI 306	
Opportunities in Green Buildings & Technology	Opportunity	Growing customer preference and regulatory focus on green buildings present opportunities to enhance efficiency, resilience, and long-term asset value.	GRI 300 series	
GHG Management	Risk & Opportunity	Emissions across construction materials and building operations present regulatory, cost, and asset obsolescence risks, while the transition to low-carbon and green buildings enables improved efficiency, cost optimisation, and enhanced long-term asset value.	GRI 305	
Biodiversity	Risk	Land development for construction presents risks related to habitat disruption, regulatory compliance, and stakeholder expectations in urban ecosystems.	GRI 304	



Social				
Material Topic	Risk & Opportunity	Rationale	GRI Disclosure	Alignment with SDG's
Occupational Health & Safety	Risk	Labour-intensive construction activities present risks related to worker safety, regulatory compliance, and project continuity.	GRI 403	 
Human Capital Management	Opportunity	Skilled workforce development and retention present opportunities to enhance productivity, execution quality, and long-term business performance.	GRI 401, 404	 
Diversity, Equity & Inclusion	Opportunity	A diverse and inclusive workforce presents opportunities to strengthen innovation, foster workforce engagement, and organisational resilience.	GRI 405	 
Community Engagement	Opportunity	Initiatives that support community development create positive social impact thus resulting in brand trust, enhance social license to operate.	GRI 413	 
Customer Safety & Centricity	Risk & Opportunity	Ensuring customer safety, satisfaction, and trust through responsible and customer focused practices.	GRI 416	 
Human Rights	Risk	The need to uphold human rights through ethical practices across operations and value chains presents risks related to labour practices, compliance, and stakeholder expectations.	GRI 412, 409	 
Data Privacy & Information Security	Risk	Increasing digitalisation and handling of business and customer data present risks related to data breaches, regulatory compliance, and reputational impact.	GRI 418	 

Governance				
Material Topic	Risk & Opportunity	Rationale	GRI Disclosure	Alignment with SDG's
Business Ethics & Compliance	Risk	Exposure to evolving regulatory requirements and diverse stakeholder interactions presents risks related to non-compliance, unethical conduct, and reputational impact.	GRI 2, 205	
Corporate Governance	Risk	Multi-stakeholder project execution and layered organisational structures present risks related to transparency, accountability, and effective oversight.	GRI 2	 
Business Resilience & Performance	Risk & Opportunity	Market volatility, regulatory changes, and project execution challenges present risks to performance, while enabling opportunities to strengthen operational resilience and long-term value creation.	GRI 2, 201	 



My Home Avani

OUR SUSTAINABILITY OVERVIEW

Our Sustainability Journey Milestones

Our sustainability journey was rooted in a people-first commitment—placing the well-being and livelihoods of workers at the heart of our operations. In the early years, efforts were directed toward minimising environmental and social impacts throughout the value chain while strengthening responsible and sustainable

sourcing practices. Over time, we have continued to elevate our performance across critical environmental areas, including renewable energy adoption, water stewardship, and circularity. On the social front, our community development initiatives have created meaningful, positive

impacts for a large number of beneficiaries, particularly within Hyderabad.

Building on this foundation, our Sustainability Road Map outlines a clear, time bound pathway to embed sustainability across design, construction, and operational phases. Anchored in globally recognised frameworks and certifications, the

roadmap reflects our commitment to enhancing environmental performance, occupant well being, and climate resilience across residential and commercial developments. It charts our progression from green building practices toward net zero and carbon neutral ambitions, reinforcing long term value creation, resilience, and investment readiness.



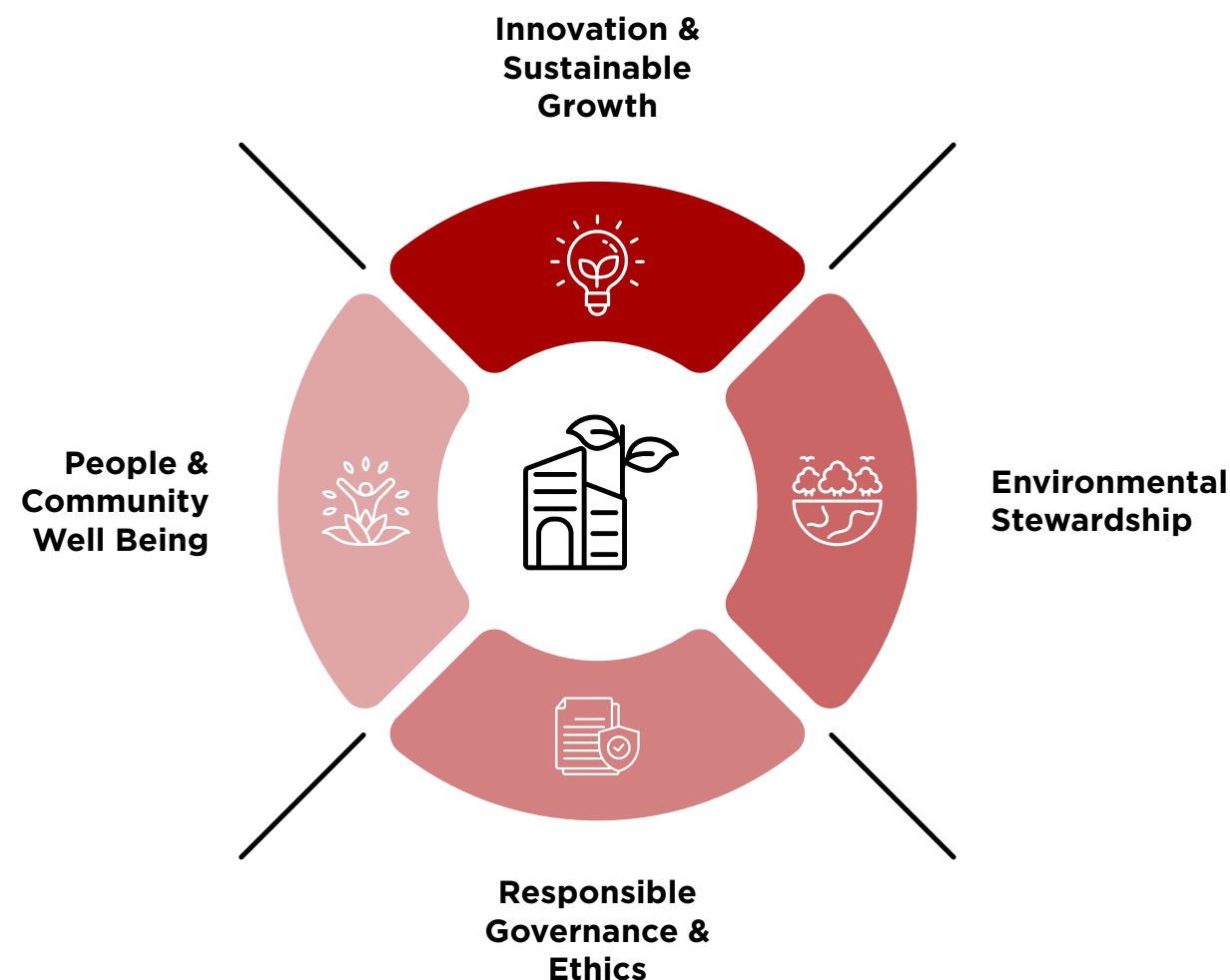
My Home's ESG Strategy

My Home's ESG strategy has been designed as a forward-looking and structured framework that aligns with its long-term business vision and commitment to sustainable value creation. Rooted in a clear understanding of its role in the built environment, the strategy focuses on addressing key environmental, social, and governance priorities while responding to evolving industry expectations. It enables a proactive and focused approach to managing

risks and unlocking opportunities that drive resilience and long-term growth.

Building on this foundation, My Home's ESG strategy is anchored in a set of core pillars that guide its sustainability journey. These pillars - Environmental Stewardship, People & Community Well-Being, Responsible Governance & Ethics, and Innovation & Sustainable Growth—collectively provide a robust and structured framework.

TO BECOME A LEADING INDIA'S SUSTAINABLE CONSTRUCTION COMPANY



Environmental Stewardship

Advances the transition towards environmentally responsible development by integrating energy efficiency, water stewardship, and sustainable material use into design and construction. Focuses on reducing lifecycle environmental impacts while aligning with green building standards and climate resilience goals.



People & Community Well-Being

Places strong emphasis on health, safety, and well-being across the value chain, including workforce, customers, and communities. Aims to create safe, inclusive, and high-quality spaces while contributing positively to socio-economic development and community resilience.



Responsible Governance & Ethics

Anchors operations in robust governance practices defined by transparency, accountability, and ethical conduct. Strengthens compliance frameworks, risk oversight, and stakeholder engagement to build trust and ensure responsible business practices.



Innovation & Sustainable Growth

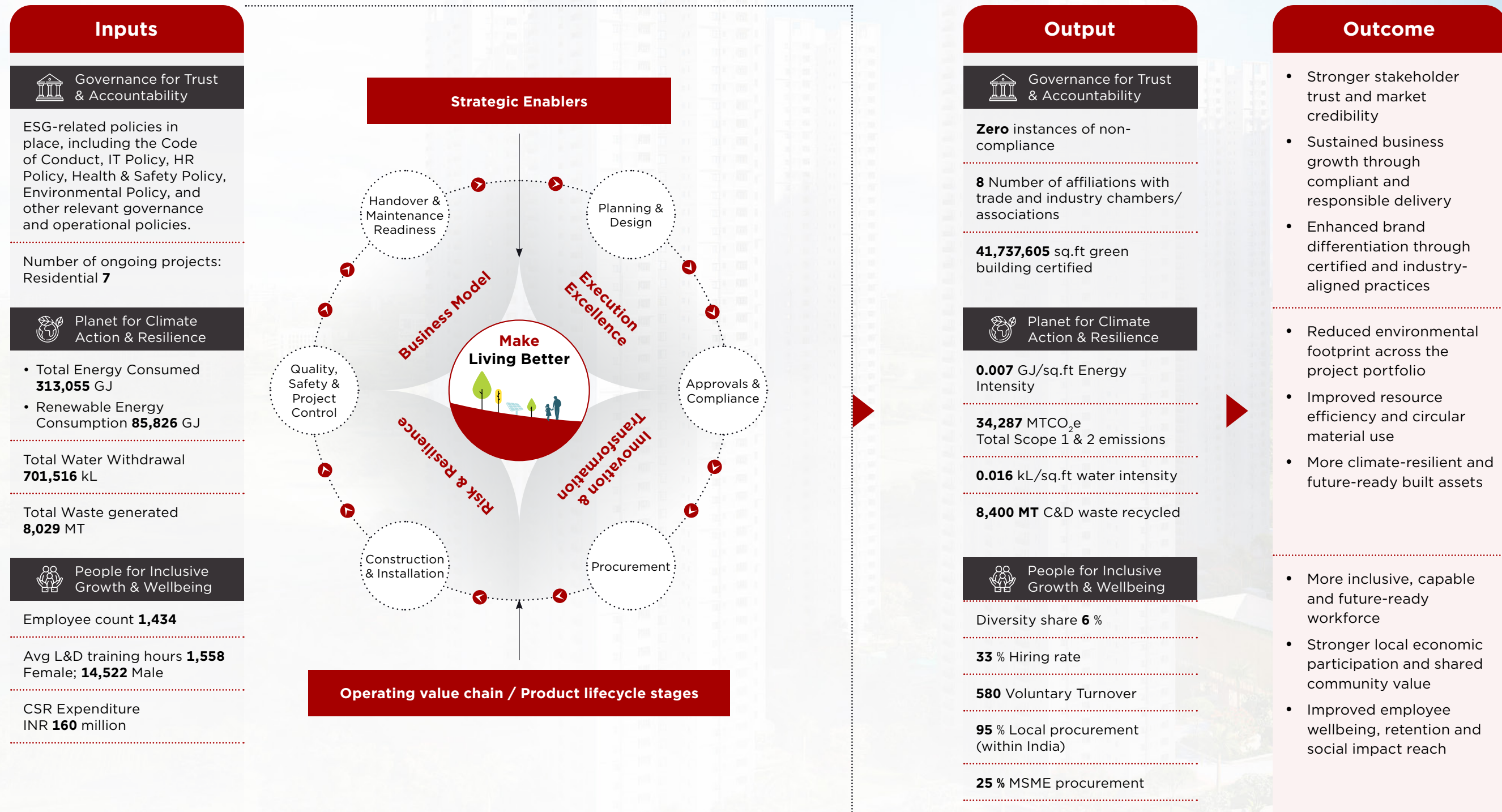
Drives the integration of innovation and sustainability into core business strategy through advanced technologies, efficient processes, and future-ready design. Enables long-term value creation by aligning growth with evolving sustainability expectations and market needs.

Together, they embed responsible practices into business decisions, strengthen stakeholder trust, and drive sustainable long-term value creation. Aligned with the vision to become a leading sustainable construction company in India, these pillars reflect a balanced and integrated approach to growth.

The findings from the materiality assessment further strengthen this strategy by helping prioritise the most critical ESG themes. These insights ensure that the company remains focused on the issues that matter most to its stakeholders while reinforcing the effectiveness and relevance of its overall ESG approach.

Value Creation Model

Our integrated value creation model converts strategic inputs through operational excellence into tangible outputs, ultimately delivering long-term impact and sustainable outcomes. In the built environment sector, this translates into resilient assets, efficient project delivery, safer construction practices, and enduring value for customers, communities and the environment.



ESG Commitments and Actions:

Our targets reflect a clear and measurable roadmap to strengthen sustainability performance across the built environment value chain. By scaling green certifications and advancing energy, water and waste stewardship across our portfolio, we are embedding sustainability more deeply into project design, construction and operations. These targets demonstrate our commitment to delivering resilient, future-ready assets while creating long-term value for customers, communities and the environment.

My Home Nishada

Green Building

6.64 M Sft
IGBC Green Homes
Pre-Certification
targeted by 2026

12.16 M Sft
IGBC Green Homes
Final Certification
targeted by 2026

0.70 M Sft
IGBC Green
Residential Society
Certification
targeted by 2026

4.2 M Sft
IGBC Net Zero
Carbon - D&C
achieved in 2026

2.1 M Sft
LEED BD+C
Certification
targeted by 2026

2.1 M Sft
Wiredscore
certification
targeted by 2026

2.1 M Sft
WELL HSR
Rating targeted
by 2027

1.2 M Sft
IGBC Net Zero
Water - Operational
targeted by 2027

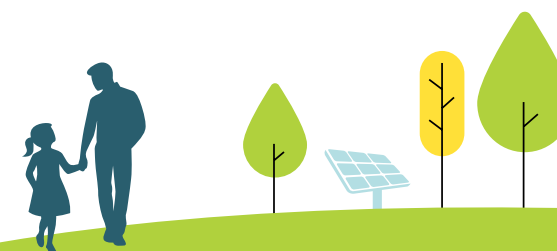
Energy, water, waste

1.3 MW
Renewable energy
-(mWp)

100%
Waste Water
recycle & reuse
for commercial
operation

90%
Constructions
Waste re-use
from Commercial
building

100%
OWC for
commercial
& residential
projects



Governance for Trust & Accountability

ESG Pillar – Responsible Governance and Ethics

GRI – 2-9, 2-23, 408, 409, 412, 418, 419



At My Home Constructions, robust governance is integral to responsible growth, ethical conduct, and long-term value creation. Our governance framework is built on effective Board oversight, diverse and independent leadership, and clearly defined roles and responsibilities that promote accountability across the organisation. During the year, governance practices were guided by stewardship, strategic foresight, and ESG-aligned values, ensuring sound decision-making and risk-aware management.

Aligned with globally recognised frameworks, including the Global Reporting Initiative (GRI) and the United Nations Sustainable Development Goals (UN SDGs), our governance approach supports transparency, integrity, and consistent disclosure. By reinforcing ethical standards, managing enterprise risks, safeguarding human rights, and strengthening data privacy, we continue to build stakeholder confidence and uphold our commitment to better living and better care through responsible governance.

Reinforcing Corporate Governance Frameworks

Board of Directors

The leadership at My Home Constructions has played a pivotal role in guiding the organisation's ESG journey through strategic foresight and strong operational expertise. The Board comprises seasoned professionals with diverse backgrounds spanning engineering, finance, sustainability, governance, and project execution, collectively steering the company toward its long-term vision of "Make Living Better."

With decades of experience across both Indian and international markets, the Board brings valuable insights that strengthen governance practices, support ESG integration, and enhance responsiveness to evolving regulatory, market, and stakeholder expectations. Their collective oversight ensures responsible real estate development, informed decision-making, and alignment with the material priorities outlined in the ESG roadmap.



Dr. Rameswar Rao Jupally
Executive Chairman

A first-generation entrepreneur with a foundation in homeopathic medicine and science, Dr. Rao established My Home Constructions as a leading real estate and cement group. His leadership is rooted in integrity, operational excellence, and long-term sustainability.



Mr. Ramu Rao Jupally
Executive Vice Chairman

An electrical engineer with an MBA from Manchester Business School, Mr. Ramu Rao brings expertise in risk mitigation, project feasibility, and strategic decision making, with a focus on integrating ESG linked technologies across operations.



Mr. Shyam Rao Jupally
Managing Director

Holding an MSc in Accounting and Finance from Manchester Business School, UK, Mr. Shyam Rao oversees large scale residential and commercial project execution, emphasizing ESG aligned capital planning, financial discipline, and value creation.



Mr. Vinod Jupally
Director

With over 15 years of leadership experience and a master's degree in business management, Mr. Vinod focuses on strengthening governance frameworks, regulatory compliance, and alignment of business growth with ethical practices.



Mr. Ranjith Rao Jupally
Director

An engineer in mechanical and industrial production and a postgraduate in international business from Manchester Business School, UK, Mr. Ranjith Rao drives modular construction, global market expansion, and technology enabled project delivery.

Board Evaluation

To ensure strong governance and continuous improvement, annual Board evaluations were conducted to assess governance effectiveness. Dedicated ESG training sessions and awareness modules were introduced to strengthen Board-level understanding of emerging sustainability standards and evolving disclosure requirements.

The Board recognised ESG governance not merely as a compliance obligation, but as a strategic enabler in a rapidly evolving global market. Key governance actions included

integrating ESG considerations into Board-level risk reviews and performance monitoring, as well as driving consistent, transparent, and comparable disclosures aligned with international benchmarks.

Through unified leadership and oversight, the Board enabled My Home Constructions to build financial resilience while advancing long-term ESG priorities related to climate action, social responsibility, and strong governance, supporting both responsible urban development and sustainable business growth.

ESG Governance

At My Home Constructions, ESG governance is embedded within the overall governance framework, guiding risk management, performance monitoring, and decision-making processes. The governance framework reflects a decentralized yet accountable approach, ensuring that sustainability principles are integrated across executive leadership, departmental operations, and project execution.

Governance Structure and Oversight

ESG oversight is led by the Management Committee, comprising the Director - Projects, President, and Chief Financial Officer, which provides strategic direction and ensures alignment with the Company's long-term sustainability objectives. Reporting to this level is the ESG Committee, bringing together functional leadership across sustainability, projects, health and safety, architecture, procurement, legal, commercial, human resources, security, and administration.

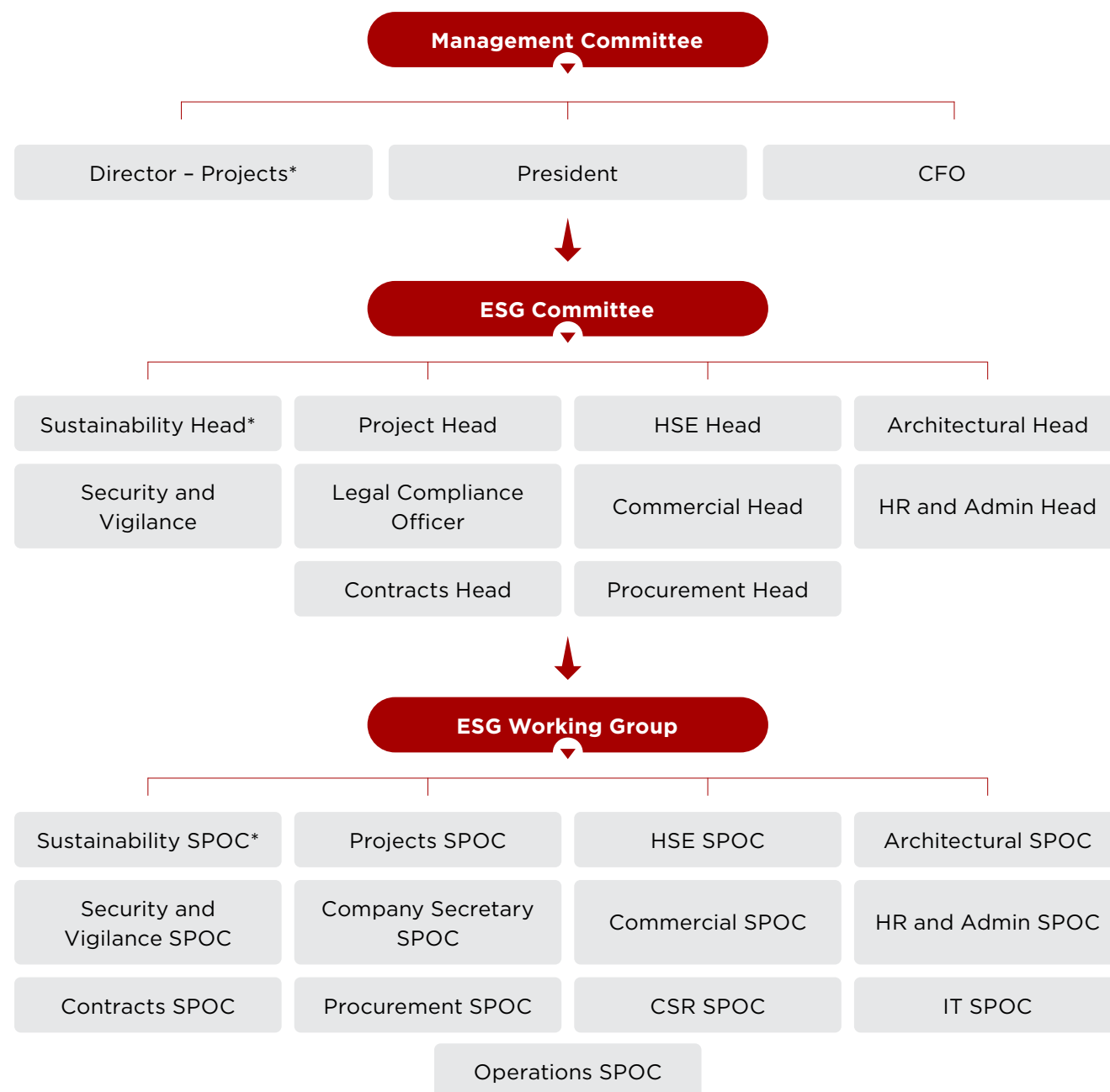
This multi-disciplinary committee structure enables ESG priorities to be assessed from diverse functional perspectives, strengthening integration across operations. Below the ESG Committee, an ESG Working Group, comprising designated Single Points of Contact (SPOCs) from key departments supports implementation, data collection, risk tracking, and progress monitoring at the operational level.



Board Family

This tiered structure ensures clear accountability, consistent information flow, and effective escalation, supporting informed decision-making at both management and project levels.

My Home Constructions remains committed to continuously strengthening ESG governance and transparently reporting on its evolution. Through structured reviews, leadership engagement, and strengthened internal processes, the Company ensures that ESG considerations remain integral to business performance, risk management, and long-term value creation, supporting both responsible urban development and resilient business growth.



*The Chair of the Committee

ESG Governance Policy framework

ESG governance is reinforced by a comprehensive policy framework that promotes ethical behaviour, procedural clarity, and responsible conduct. The Sustainability Team works closely with the HR and Legal functions to ensure that policy requirements are clearly communicated to employees, vendors, and other stakeholders, particularly during onboarding processes and through periodic audits.

Policy dissemination is supported by training modules, documentation protocols, and performance review processes, ensuring awareness and accountability across the value chain. Collectively, this framework emphasizes transparent disclosures, proactive risk identification, and sustainability aligned with stakeholder expectations.

Managing Enterprise Risks

My Home Constructions recognizes effective risk management as a critical enabler of business continuity, operational excellence, and long-term value creation. The approach focuses on the timely identification, assessment, and management of risks that may arise from operational activities, regulatory requirements, project execution, and evolving environmental and climate-related factors.

Risk management practices are integrated into business processes to support informed decision-making and proactive mitigation. The framework is designed to promote consistency, accountability, and continuous improvement, while enabling the organization to respond effectively to emerging risks and changing external conditions.

Risk Governance

Risk governance is overseen at the Board level, with leadership from the Executive Vice Chairman, who provides strategic direction, defines the organization's risk appetite, and reviews periodic risk reports. This governance structure ensures accountability, transparency,

and alignment of risk management practices with overall business objectives.

We follow a three-line accountability model to ensure effective risk ownership, oversight, and independent assurance:



Through this structured risk governance and management approach, we ensure that risks are systematically identified, prioritized, and addressed, enabling us to respond effectively to emerging challenges while supporting sustainable growth and long-term resilience.

Risk Management Approach

We follow a structured and proactive risk management approach to identify, assess, and address risks that may impact business continuity, regulatory compliance, and long-term sustainability. This framework enables timely decision-making, focused mitigation, and the strengthening of resilience against operational, regulatory, and climate-related risks.



Early Risk Identification

We Risks are identified at an early stage through regular inspections and cross-functional reviews. This process helps detect vulnerabilities across operations, regulatory compliance, and climate-related risk areas, enabling proactive management.



Risk Assessment & Prioritization

Identified risks are assessed using a multi-matrix risk evaluation framework, allowing risks to be ranked based on impact and urgency. This ensures that high-impact risks are addressed promptly and effectively.



Targeted Risk Mitigation

Based on prioritization outcomes, focused mitigation actions are implemented. These include standard operating procedures (SOPs), audits, and business continuity plans, supported by technology solutions such as smart water management systems and adherence to global certification standards.



Strengthening Resilience

Robust risk management systems enable the organization to convert risks into opportunities, supporting adaptability to climate variability and policy changes while reinforcing infrastructure strength and long-term resilience.

This structured approach is anchored in the Company's formal Risk Management Policy, which institutionalizes risk governance across the organization.

Aligned with the provisions of the Companies Act, 2013, the policy establishes a comprehensive framework for identifying, evaluating, mitigating, monitoring, and reporting risks across all business activities, including subsidiaries and affiliated entities. It addresses sector-specific risks such as project execution delays, regulatory approvals, cost escalations, and

liquidity pressures, alongside broader external and internal factors including market dynamics, policy changes, ESG considerations, contractual obligations, and operational dependencies. By embedding risk management within its governance structure and decision-making processes, the Company ensures protection of stakeholder interests, regulatory compliance, and business continuity, while strengthening its ability to respond effectively to evolving market and operational challenges. Thus, resulting in 100% compliance with all applicable statutory and regulatory requirements.

Upholding Ethical Conduct

At My Home Constructions, ethical conduct is a fundamental pillar of governance and a key enabler of long-term value creation. Guided by the principle of "Integrity first, always," the Company is committed to conducting business with honesty, transparency, and accountability across all operations. Ethical considerations are embedded into decision-making processes, supported by strong leadership oversight and clearly defined governance practices.

Through robust policies and accessible reporting mechanisms, we foster a culture where ethical behaviour is encouraged, concerns can be raised with confidence, and integrity is consistently upheld at every level of the organization.

Policies and Principles

We have established a robust policy framework that serves as the foundation for ethical conduct, regulatory compliance, and responsible decision-making across all operations. This framework guides our day-to-day actions, promotes integrity and transparency, and ensures alignment with our core values and governance principles. As of March 2026, My Home Constructions had 23 active corporate policies in force, reflecting a comprehensive and structured approach to managing risks, setting clear expectations, and supporting consistent implementation across the organization. Together, these policies reinforce accountability and enable sustainable, long-term value creation.



People and Welfare

- DE&I Policy
- Human Rights Policy
- POSH Policy
- Employee Renumeration Policy
- Job Responsibility Level Policy
- Consultant Policy
- Retirement Policy
- Well-being Policy
- Local Conveyance Policy
- Notice Period Policy



Health, Safety and Environment

- HSE Policy
- IMS Policy
- Fire Safety Policy



Supply Chain

- Supplier Code of conduct
- Sustainable Procurement Policy



Corporate Integrity

- Code of conduct
- Vigilance Policy
- Conflict of Interest Policy
- Whistle Blower Policy
- Risk Management Policy



Information Governance

- My Home Constructions IT-Security Policy
- Data Protection & Privacy Policy



Sustainability

- CSR Policy
- ESG Policy

Upholding Integrity Through Vigilance Mechanisms

As per our Governance Commitment Statement and Vigilance Guidelines, we maintain a robust framework for ethics, efficient management, transparent reporting, and accountability. This includes independent oversight mechanisms, emphasis on ethical leadership, and proactive measures to foster a corruption-free workplace.

Reporting of Concerns

- Employees and stakeholders can report concerns related to corruption, fraud, or unethical behaviour.
- Reporting channels include the Vigilance helpline, email, or direct communication with the Head Vigilance or Vigilance Officers.
- QR code

Investigation Process

- An Investigating Officer or team is appointed to carry out a fair and impartial investigation.
- Evidence is reviewed, relevant parties are interviewed, and confidentiality is strictly maintained.

Whistle Blower Protection

- Whistle blowers are protected against retaliation in any form.
- Their identity is kept confidential unless disclosure is required by law.

Initial Review

- The Head Vigilance evaluates each complaint to assess credibility and seriousness.
- Credible cases are taken forward for formal investigation; others are closed with due communication.

Corrective and Disciplinary Action

- Proven misconduct results in appropriate disciplinary action.
- Actions may include warnings, suspension, termination, or legal proceedings, based on severity.

Management Oversight

- Senior Management receives periodic updates on investigation progress.
- Key outcomes may be shared with relevant stakeholders without compromising confidentiality.

Training and Awareness

- Regular training programs are conducted to raise awareness of vigilance procedures and ethical reporting.
- Training is extended across all levels of the organization.

Documentation & Record Keeping

- Complete records of investigations, findings, and actions taken are maintained.
- All documentation is securely stored and treated as confidential.

Continuous Improvement

- Vigilance procedures are periodically reviewed for effectiveness.
- Learnings from cases are used to strengthen the framework.

Compliance Monitoring

- Regular audits ensure adherence to vigilance procedures.
- Non compliance is addressed through corrective actions and additional training.

CASE STUDY

Vigilance Awareness Week 2025 – 27th Oct to 2nd Nov

Reinforcing Integrity, Transparency, and Ethical Culture

Material ESG Concern:

For large, multi-site organizations, ensuring consistent adherence to ethical practices, transparency, and anti-corruption principles across a geographically dispersed workforce remains a critical governance challenge. With operations spanning corporate offices and multiple construction sites, reinforcing awareness of vigilance mechanisms, encouraging proactive reporting, and sustaining employee trust in grievance redressal systems is essential to preventing misconduct and strengthening long term stakeholder confidence.

My Home's Strategic Intervention

Aligned with national directives from the Central Vigilance Commission and the theme “सतर्कता: हमारी साझा जिम्मेदारी” (Vigilance:

Our Shared Responsibility), My Home Constructions Pvt Ltd observed Vigilance Awareness Week 2025 through a structured, organization wide engagement programme. The initiative focused on collective ownership of ethical conduct and was implemented across the corporate office and all active project sites.

Key interventions included a mass Integrity Pledge ceremony, mandatory online vigilance survey and e pledge, a company-wide vigilance quiz, and a leadership led prize distribution ceremony. Strong internal communication, mandatory participation requirements, and visible leadership involvement including the Executive Vice Chairman personally presenting awards reinforced the importance of vigilance, ethical decision making, and transparent systems across all levels of the organization.

Impact & Outcomes

The initiative achieved high engagement and strengthened the Company's governance culture:

1,065+
employees engaged

Organization-wide participation

22
employees awarded

The programme deepened awareness of ethical practices, improved perception of grievance redressal channels, encouraged proactive reporting without fear, and fostered a shared sense of responsibility for integrity and transparency. Vigilance Awareness Week 2025 reinforced My Home Constructions' commitment to strong governance under its ESG framework and contributed to building a resilient, accountable, and ethically driven organizational culture.



Strengthening Data Privacy

At My Home Constructions, information security and risk management are recognized as critical enablers of responsible decision-making and corporate integrity. Safeguarding business and stakeholder data, including customer information, ensures reliable inputs for sales planning, customer engagement, and risk assessment, and remains a core governance priority supported by

integrated physical and digital security measures to mitigate operational and cyber risks.

A layered security framework was adopted to protect digital systems, physical infrastructure, and sensitive information, reinforcing trust and transparency across interactions with customers, employees, and business partners.



Cybersecurity by Design

Our IT function implemented multi-layered cybersecurity controls, including licensed software environments, firewall protection, real-time threat monitoring, and biometric access systems. To strengthen human-led defences, employees received regular awareness training on cybersecurity risks such as phishing, malware, and unauthorized access, fostering a culture of vigilance and accountability



Smart and Secure Physical Infrastructure

Physical security across operations was strengthened through CCTV surveillance, biometric access controls, and structured visitor management protocols. Confidential documents were protected through defined storage controls and shredding procedures, ensuring secure handling throughout their lifecycle.



Policy-Driven Information Protection

Information security practices are guided by regularly updated policies, including the IT Policy and the IT Data Protection and Privacy Policy, aligned with evolving regulatory requirements and threat landscapes.

Strict data access controls, encryption protocols, and secure backup mechanisms form part of daily operational discipline, ensuring robust protection of personal, operational, and business-critical information.

During the reporting year, there were **no incidents of cybersecurity breaches**, customer data privacy violations, reaffirming our commitment to best practices in security and risk management.

Planet for Climate Action & Resilience

ESG Pillar – Environmental Stewardship

GRI – 302, 303, 304, 305, 306



Reducing Carbon Impact

Climate change presents one of the most significant global challenges, and reducing carbon emissions is central to building a resilient and sustainable future. At My Home Constructions, we recognize our responsibility to address this challenge and are committed to minimizing our carbon footprint by reducing energy intensity, scaling renewable energy adoption, and embedding sustainability into how our buildings are designed, built, and operated.

Aligned with India's sustainability goals and the United Nations Sustainable Development Goals (SDGs), we adopt a holistic approach across our operational and development portfolios, strengthening energy efficiency, improving climate resilience, and reinforcing our long-term commitment to decarbonization and responsible growth.

During FY 2025-26, we strengthened our Net Zero commitment by expanding our emissions accounting and disclosures in line with the GHG Protocol, a globally recognized framework for standardized emissions management. Building on our prior disclosures of Scope 1 and Scope 2

Our Net Zero Commitment

At My Home Constructions, we remain committed to reducing greenhouse gas (GHG) emissions and advancing our journey towards Net Zero. Our long-term roadmap includes achieving Net Zero Energy for commercial spaces by 2030 and Carbon Neutrality for commercial spaces by 2040, with a broader ambition of Net Zero emissions by 2050. Net Zero represents a balance between the emissions we generate and those we mitigate or offset through targeted actions.



emissions, from this year onwards we have extended our reporting to include Scope 3 emissions across seven material categories, providing a more comprehensive view of our carbon footprint across the value chain.

The expanded Scope 3 assessment offers clearer visibility into indirect emissions, particularly embodied emissions from construction materials and upstream supply-chain activities. These insights enable more targeted reduction strategies and support a phased integration of decarbonization measures into business planning. This approach strengthens transparency for stakeholders and aligns our long-term Net Zero ambition with national climate objectives.

Energy Management

Energy consumption remains a key focus area for us, given its direct influence on both operational efficiency and carbon emissions. During FY 2025-26, energy usage across our development, operational, manufacturing, and RMC portfolios was driven primarily by non-renewable sources such as diesel and purchased grid electricity. At the same time, we continued to scale the adoption of renewable energy, with on-site solar power contributing to our overall energy mix across select assets.

A portfolio-level assessment of energy consumption enables us to track resource utilization more effectively and distinguish energy demand patterns between development sites and operational properties. This detailed monitoring supports targeted interventions aimed at optimizing fuel use, improving electrical efficiency, and reducing dependence on conventional energy sources.

Energy Consumption across our portfolios - FY 26

Energy Source	Units	Development Portfolio	Operational Portfolio	Manufacturing Unit	RMC Plants
Energy Consumption from non-renewable resources					
Diesel	GJ	13,581	3,422	742	65,040
LPG	GJ	12	-	-	-
Purchased Electricity	GJ	41,725	66,170	7,825	28,713
Total	GJ	55,318	69,592	8,567	93,752
Energy Consumption from renewable resources					
Onsite Electricity from Solar plant	GJ	-	201	-	-
Purchased Electricity (Green Power)	GJ	-	85,625	-	-

Note: For operational commercial properties - The Skyview 10 & 20 and My Home Twitza, energy consumption is calculated for the entire building

During FY 2025-26, total non-renewable energy consumption amounted to 227,229 GJ, with an energy intensity of 0.014 GJ/sq. ft for the operational portfolio and 0.0015 GJ/sq. ft for the development portfolio. These metrics provide

valuable insights into efficiency performance and support ongoing efforts to optimize energy use and strengthen long-term decarbonization strategies.

Designing for Efficiency and Environmental Performance

My Home Constructions continues to advance green building practices that reduce environmental impact, enhance energy efficiency, and support sustainable urban development. Sustainability is embedded across the design, construction, and operation of our commercial, residential, and industrial projects, ensuring long-term environmental and resource efficiency.

Our developments integrate renewable energy solutions, high-performance building envelopes, smart technologies, and sustainable construction materials to minimize emissions and optimize energy and resource consumption. We place a

strong emphasis on achieving recognized green building certifications, reflecting our alignment with both national and global sustainability benchmarks.

Key sustainability features across our projects include the installation of solar power systems, efficient water and waste management practices, and the use of eco-friendly, low-impact materials. Through these measures, we address the evolving needs of urban environments while creating resilient, future-ready assets that contribute to long-term environmental sustainability.

Green Building Certifications:

Commercial Portfolio			
Green Building Certification	Assets	Asset Type	Built-up area (sq.ft)
LEED BD+C – Platinum Pre-certified & IGBC Net Zero waste – Platinum certified, IGBC Net Zero Energy, IGBC Net Positive Water, IGBC Net Zero Carbon	Grava Business Park- Phase 1A	Development	4,175,644
LEED O+M – Platinum Certified, WELL Health & Safety Rating	My Home Twitza	Operational	1,200,000
IGBC Net Zero waste – Platinum certified & IGBC Green New Buildings Rating System– Gold Certified	My Home Twitza	Operational	1,200,000
LEED O+M – Platinum & Gold Certified, WELL Health & Safety Rating	The Skyview	Operational	3,164,404
Total	-	-	8,540,048

Residential Portfolio			
Green Building Certification	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 – Gold Pre-certified	Grava Residences	Development	6,640,251
IGBC Green Homes V3 – Gold Pre-certified	My Home Akrida	Development	6,718,751
Total	-	-	33,001,729

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

All our developments strictly adhered to statutory regulations and local building by-laws, underscoring our commitment to upholding legal, safety, and environmental responsibility across our projects. In line with this approach, Grava Business Park – Phase 1A has been designed in

alignment with the requirements of IGBC Net Zero Water (Net Positive Water), IGBC Net Zero Waste, IGBC Net Zero Energy, and IGBC Net Zero Carbon certifications at the design and construction stage, reinforcing our focus on sustainable, future-ready development.



Climate-Responsive Site Management

We continued to implement Erosion and Sedimentation Control (ESC) measures at our project sites, aligned with best management practices under the National Building Code (NBC) of India. These measures were integrated during pre construction and construction phases to protect surrounding ecosystems and preserve site integrity. Key interventions included

site barricading, sediment control systems, wheel washing facilities, dust suppression techniques, responsible material storage, and topsoil conservation. Design provisions also incorporated post occupancy measures, such as rainwater harvesting and landscape based runoff management, to minimize sediment discharge into nearby drainage systems.

CASE STUDY

World Green Building Week 2025

Empowering Teams for Net Zero & ESG Excellence

My Home Constructions Pvt Ltd actively observed the 17th Annual World Green Building Week (8-12 September 2025), reinforcing its commitment to sustainable built environments, net-zero pathways, and ESG integration.

A focused five-day capacity-building program was conducted across My Home Knowledge Centre (Tellapur), CII-Sohrabji Godrej Green Business Centre (Madhapur), and Twitza, in collaboration with IGBC-CII, GBCI, and HEAT International (GGGI-ALCBT Project). The program covered green building principles, net zero strategies, life cycle assessment

(LCA), embodied carbon measurement using the BEAT tool, ESG integration, and LEED V5 awareness for commercial projects.

Over 45 employees participated, including 20 IGBC AP certified professionals and 5 specialists trained on advanced LCA tools, strengthening site-level, residential, and commercial project capabilities.

This initiative enhanced internal expertise, accelerated readiness for low-carbon and ESG-integrated buildings and demonstrated My Home Constructions' proactive leadership in advancing sustainability aligned with global green building movements.



Green Building Week

Reducing Heat Stress through Smart Design

During the year, My Home Constructions continued to advance heat island mitigation strategies, drawing from the outcomes of earlier pilot initiatives and aligning with IGBC Green Homes guidelines. Emphasis was placed on integrating high performance surface treatments and nature based solutions into site planning and design.

- **Non roof surfaces** were addressed through increased tree shading, permeable landscaping solutions, and high Solar Reflective Index (SRI) materials, reducing surface temperatures and improving outdoor thermal comfort.
- **Roof surfaces** incorporated high SRI coatings, supported by green cover elements and shaded design strategies to limit heat absorption and enhance building performance.

These interventions contributed to improved microclimatic conditions, reduced surface heat, improved stormwater management, and enhanced environmental performance of project sites. Based on the effectiveness of these measures, My Home Constructions plans to systematically integrate ESC practices and heat-island mitigation strategies across future developments, reinforcing its commitment to climate-resilient, resource-efficient, and environmentally responsible design.



My Home Apas

My Home Constructions -Design Philosophy

High-Rise Living, Human-Scale Thinking

At My Home Constructions, our high-rise residential developments are guided by the principles of Light, Life, and Longevity, ensuring that vertical living remains comfortable, inclusive, and future-ready while supporting our Environmental, Social, and Governance (ESG) commitments.

We prioritize natural daylight, ventilation, and efficient space planning to enhance indoor environmental quality and reduce energy demand. Thoughtfully designed shared and accessible community spaces, including landscaped podiums, sky gardens, and clubhouses promote social well-being and inclusivity across all age groups. Long-term resilience is embedded through durable design solutions, Vaastu-aligned layouts, and alignment with IGBC green building standards, supporting lower lifecycle environmental impacts and sustained asset value.

By integrating passive design strategies, energy-efficient systems, responsible material selection, and renewable energy solutions, architecture at My Home Constructions functions as a key ESG enabler. This approach enables reduced environmental footprint, enhanced occupant health and comfort, regulatory alignment, and transparent governance, ensuring we create future-ready, sustainable communities, not just high-rise buildings.

MHD
MH-DESIGN
ARCHITECTURE | INTERIORS | LANDSCAPE

CASE STUDY

Building Internal Capacity for Green Building Excellence

In-House IGBC Accredited Professional (AP) Training Program 2025

In FY 2025-26, My Home Constructions Pvt. Ltd. continued to strengthen its internal sustainability capabilities through its third consecutive in-house IGBC Accredited Professional (AP) Training Program, reinforcing its long-term commitment to green building excellence, net-zero aspirations, and ESG leadership.

Rooted in the Company's ESG Policy and Sustainability Guidelines, the two-day training program was conducted on 12-13 June 2025 at the My Home Knowledge Centre, Tellapur, Hyderabad, and delivered by the official IGBC expert team. The initiative aimed to equip employees with in-depth knowledge of IGBC rating systems and prepare eligible participants for the IGBC AP certification examination, enabling effective implementation of green building strategies across residential and commercial developments.

The structured curriculum covered key sustainability pillars including site planning, water efficiency, energy performance, materials and resource optimization, and

indoor environmental quality. Of the 108 employees nominated, 42 were approved based on eligibility criteria, with 34 participants completing the full training. All attendees undertook a mock examination, following which 20 employees appeared for the official IGBC AP exam held on 2 August 2025, resulting in 11 successful certifications.

This sustained capacity-building initiative has significantly strengthened in-house expertise, reduced dependence on external consultants, and enhanced project-level readiness for achieving IGBC Gold and Platinum certifications. It also reflects a year-on-year commitment to professional development, with consistent improvement in participation and outcomes over the past three years.

By institutionalizing green building knowledge and fostering a culture of continuous learning, My Home Constructions continues to build a strong foundation for delivering high-performance, sustainable developments and maintaining its position as a responsible leader in the real estate sector.



Sustainable Material Management

In FY 2025-26, we continued to advance our commitment to responsible and sustainable sourcing by consistently integrating environmental, social, and economic considerations into procurement decisions across projects. We recognize that sustainability outcomes are strongly influenced by material choices made at the earliest stages of development, and our sourcing strategy reflects this understanding.

Building on practices institutionalized in earlier years, we aligned our procurement processes with ISO 20400:2017 Sustainable Procurement

Guidelines, enabling informed decision-making, greater transparency, and accountability across the value chain. These principles were applied uniformly across projects, reinforcing our long-term commitment to ethical and environmentally responsible construction.

We continued to align with the Living Building Challenge (LBC) framework, proactively avoiding materials and chemicals listed on the LBC Red List that pose risks to human health and the environment. This approach supports safer built environments for occupants while minimizing ecological harm.

Sustainable Material Selection

During FY 2025-26, we prioritised the use of low-impact, non-toxic, and resource-efficient materials across developments. Procurement decisions emphasized Red List-free materials (products free from harmful chemicals identified as hazardous to human health and environment), materials with recycled content, and responsibly manufactured alternatives wherever feasible.

We expanded the use of construction materials and equipment supported by recognized environmental certifications, including:

- Environmental Product Declarations (EPDs) for lifecycle impact transparency
- GreenPro certification (IGBC) for eco-labelled products
- Bureau of Energy Efficiency (BEE) Star Ratings to promote energy-efficient equipment

Certified materials were consistently integrated across design, construction, and operational phases, reinforcing our environmental objectives and contributing to the long term resilience and sustainability of our assets.



Promoting Responsible Sourcing

At My Home Constructions, responsible sourcing continues to be integral to how we manage environmental, social, and governance expectations across our value chain. Building on our long-standing Procurement Policy and Supplier Code of Conduct, we work closely with suppliers to ensure they operate with integrity, uphold labour and human rights, comply with applicable regulations, and maintain safe and ethical working conditions across all project sites.

Green Material Use

My Home continues to increase the use of environmentally responsible construction materials across projects. Most of our materials procured are GreenPro-certified, complemented by EPD-certified products such as cement, paints, laminates, steel, and façade glass. All projects also utilise low-VOC paints, supporting healthier indoor environments and lower emissions throughout the construction lifecycle.

During FY 2025-26, we strengthened supplier engagement further by progressively embedding sustainability considerations into procurement decisions. This included aligning purchasing practices with the ISO 20400 Sustainable Procurement Guidelines, increasing the procurement of EPD-certified and GreenPro-certified materials, recycled steel and reinforcing enforcement of our Supplier Code of Conduct across partners. Sustainability criteria have also been embedded into vendor engagement processes, including vendor evaluation mechanisms, supplier declarations, and compliance with the Supplier Code of Conduct, enabling a more holistic assessment of compliance, safety, quality, environmental responsibility, and ethical conduct.

As a developer and construction company, we procure a large share of raw materials, specialised equipment, and building products from external vendors, with approximately 70-75% (by value) of materials sourced from third-party suppliers. While in-house capabilities exist through the precast unit and RMC plants, external sourcing remains essential to ensure access to high-quality materials, advanced technologies, and reliable delivery timelines.

To enhance transparency and track sourcing patterns, we also monitor the composition of inputs by supplier category and location.

% of input material (by value of all inputs) to total inputs by value sourced from suppliers – FY 26

Parameter	Percentage (%)
Directly sourced from MSMEs/ small producers	25 %
Directly from within India	95 %
Imported	5 %

This sourcing profile reflects a clear emphasis on local procurement and engagement with smaller producers, supporting regional economic development and strengthening supply chain resilience. Limited reliance on imported materials underscores our commitment to local availability, shorter supply cycles, and reduced logistical impacts.

Through consistent communication, periodic evaluations, and collaboration with suppliers, we continue to promote responsible sourcing practices that enhance operational reliability, reduce sustainability-related risks, and support a more resilient and ethical supply chain for the long term.

Environmental Benefits Embedded in Construction

Our sustainable sourcing and material choices translated into measurable environmental outcomes across the construction portfolio in FY 2025-26, strengthening operational efficiency and climate resilience. Key benefits included:

- Improved water efficiency, enabled through low flow fixtures, drip based landscape irrigation, and on site greywater treatment systems supporting reuse for flushing and gardening
- Mitigation of the urban heat island effect, achieved by deploying cool roofs and shaded, low SRI treated non roof surfaces
- Lower greenhouse gas emissions, with on site solar photovoltaic systems meeting

approximately 25% of common area lighting energy requirements

- Reduced use of virgin resources, through the integration of GGBS, Flyash, M sand, and alternative materials, exceeding 5% of total construction cost
- Enhanced waste circularity, supported by 100% on site wastewater treatment, reuse of at least 50% of treated water, and adoption of organic waste composting solutions during post occupancy operations

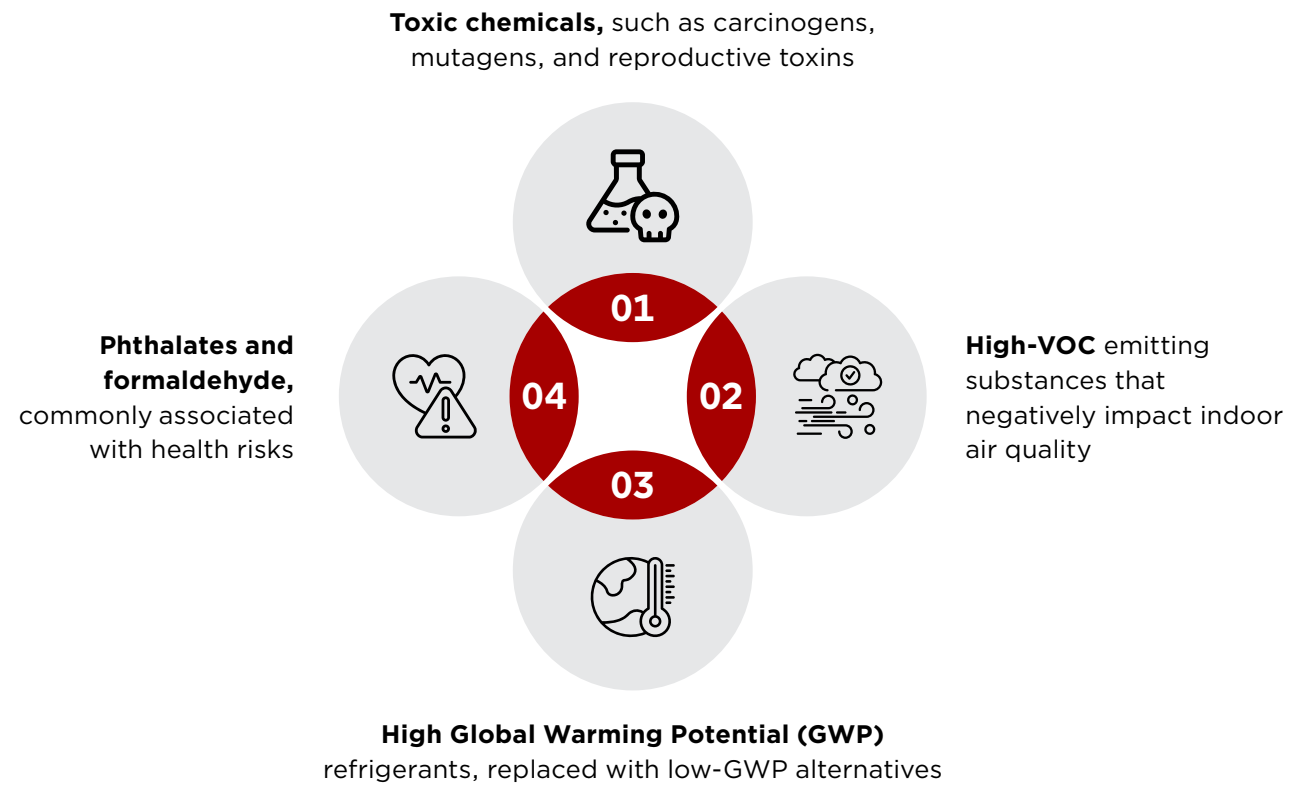
Our procurement strategy, anchored in green building principles, guided how materials and services were selected to deliver tangible environmental improvements across the value chain while supporting low impact, resource efficient development.



Grava Business Park

Restricted Materials and Chemical Management

As part of our commitment to occupant health and climate responsibility, we continued to restrict the use of high risk material categories across projects, including:



Emissions Management

During FY 2025-26, we have further strengthened our greenhouse gas (GHG) emissions management framework, moving toward a more comprehensive and decision useful emissions inventory. GHG emissions are measured in alignment with the GHG Protocol, ensuring consistency, transparency, and comparability of data across reporting periods.

Direct emissions from on-site fuel consumption are reported under Scope 1, while indirect emissions from purchased electricity are captured under Scope 2, covering both Development and Operational portfolios. Our

emissions primarily arise from fossil fuel-based energy use, including diesel for backup power (Scope 1) and grid electricity consumption (Scope 2), alongside indirect value-chain emissions (Scope 3).

Importantly, FY 2025-26 marks a significant expansion in our emissions reporting with the inclusion of Scope 3 emissions across seven material categories.

This expanded Scope 3 coverage provides a more holistic understanding of our value chain emissions.

Greenhouse Gas Emissions - FY 26

Scope Categories	Units	Development Portfolio	Operational Portfolio	Manufacturing sites	RMC Plants
Scope 1	MTCO ₂ e	952	245	52	4,553
Scope 2 (Market Based)	MTCO ₂ e	8,229	13,050	1,543	5,663
Total Scope 1 & 2 Emissions	MTCO₂e	9,181	13,295	1,595	10,216

Note: For operational commercial properties - The Skyview 10 & 20 and My Home Twitza, the entire building's electricity consumption has been considered for scope 2 calculations.

This emissions profile reflects the direct and indirect greenhouse gas footprint across our development, operational, manufacturing, and RMC portfolios, supported by a structured approach to emissions monitoring and management. For FY 2025-26, Scope 1 and Scope 2 (market-based) emission intensity stood at 0.24 kgCO₂e/sq. ft for the development

portfolio and 2.75 kgCO₂e/sq. ft for the operational portfolio. Additionally, Scope 2 emissions on a location-based basis amounted to 45,412 MTCO₂e, providing a comprehensive view of electricity-related emissions and strengthening the basis for decarbonization planning and performance tracking.

Scope 3 GHG Emissions - FY 26

Scope Categories	Units	Scope 3 Emissions
C1: Purchased Goods and Services	MTCO ₂ e	168,281
C2: Capital Goods	MTCO ₂ e	728
C3: Fuel- and Energy-Related Activities (Not Included in Scope 1 or Scope 2)	MTCO ₂ e	16,539
C6: Business Travel	MTCO ₂ e	121
C7: Employee Commute	MTCO ₂ e	435
C8: Upstream Leased Assets	MTCO ₂ e	513
C13: Downstream Leased Assets	MTCO ₂ e	9,632
Total Scope 3 Emissions	MTCO₂e	196,249

Emission reduction strategies across our portfolio

As part of our ongoing decarbonization journey, My Home Constructions implemented a series of targeted emission-reduction initiatives across both our Operational and Development portfolios during FY 2025-26. These actions focus on reducing operational energy emissions, lowering embodied carbon in construction, and accelerating the transition to low-carbon, climate-resilient assets.

Operational Portfolio

We prioritized transforming our operating assets into low carbon, energy efficient buildings by addressing emissions arising from day to day operations.

Transition to Renewable Energy

Reducing reliance on conventional energy sources remained a core focus area. Key initiatives included:

- 100% green electricity procurement through green tariffs at assets such as The Skyview 10 and The Skyview 20, resulting in a significant reduction in Scope 2 emissions from purchased electricity.
- On site solar power generation, contributing directly to clean energy consumption across operational assets.
- Continuous energy monitoring and deployment of energy efficient equipment, enabling optimization of electricity use and improved performance tracking.

Energy Optimization and Building Systems

To further reduce operational emissions, we deployed advanced building systems and efficiency measures, including:

- High performance HVAC systems designed to lower energy intensity while maintaining occupant comfort.
- Variable Refrigerant Flow (VRF) and Variable Refrigerant Volume (VRV) systems, enabling zone wise temperature control and reduced energy wastage.

- Installation of high efficiency chillers at commercial projects such as My Home Twitza and The Skyview, delivering effective cooling with lower energy consumption.

Environment Responsible Refrigerants and Fire Safety

All air conditioning systems were designed without ozone depleting HCFCs, and halon free fire suppression systems were adopted across buildings, reducing environmental impact while ensuring regulatory compliance.

Strategic collaborations with technology partners further supported the adoption of innovative, low emission solutions, strengthening climate resilience and accelerating the transition toward sustainable building operations.

Development Portfolio

Sustainability principles were embedded into project design and construction activities, with a strong focus on embodied carbon reduction and responsible material choices.

Life Cycle Assessment (LCA)

A detailed Life Cycle Assessment conducted for Grava Business Park, T10, T20, My Home 99 and Grava Residences during FY 25 highlighted the carbon reduction potential achieved through design optimization. This assessment reinforces the value of data-driven design decisions in lowering lifecycle emissions.

Low-Emission Construction Materials

To reduce material-related emissions, we adopted:

- Blended cement alternatives, including Ground Granulated Blast Furnace Slag (GGBS) and fly ash, to lower the carbon footprint of concrete.
- Steel and aluminium with high recycled content, reducing upstream material emissions.
- Hollow core slab systems with post-tensioning, minimizing concrete usage while maintaining structural performance.

Through these measures, emissions reduction is integrated early in the development lifecycle, supporting long term sustainability outcomes.

Using Water Responsibly

To operationalize our water stewardship commitments, we have implemented a range of water management initiatives across both the Operational and Development portfolios.

Operational Portfolio

Water for operational assets was sourced from a combination of municipal supply, third party tanker water, and rainwater harvesting systems installed across our properties. To minimize freshwater intake, all wastewater generated was treated and recycled through on site sewage treatment plants (STPs) equipped with IoT enabled monitoring systems and water meters, enabling real time tracking of treatment performance and reuse.

At The Skyview, two STPs with an installed capacity of 600 KLD each were operational,

These efforts focused on reducing dependence on freshwater sources, increasing reuse through treatment and recycling, and strengthening data capture to support long-term water resilience.

supported by an additional STP with a capacity of 500 KLD at My Home Twitza. Treated wastewater was reused for non potable applications such as landscaping and flushing, significantly reducing demand for freshwater.

Our commercial buildings largely relied on third party water sources, supplemented by rainwater harvesting systems. Detailed records of water withdrawal across the operational portfolio were maintained during the reporting period, supporting improved visibility into consumption patterns and source dependency.

Water withdrawal in our Operational Portfolio – FY 26

Water Source	Units	Water withdrawal
Third-Party (Municipality & Tanker) Water	kL	156,309
Rainwater	kL	2,509
Ground water (borewell)	kL	23,335
Total Water withdrawal	kL	182,153

The wastewater generated across the operational portfolio is managed through a closed-loop treatment and reuse system, with treated water consistently redirected for non-potable applications such as landscaping, flushing, and cooling operations. This reflects a well

established system in which treated water is continuously cycled back into operations, reducing dependence on freshwater sources and supporting responsible and efficient water management practices across the portfolio.

Development Portfolio

Across the development portfolio, water-saving strategies continued to be integrated into project planning and execution, with a focus on efficient water use during construction. While comprehensive, project-wide tracking of water withdrawal is still being strengthened, efforts are underway to standardize data collection processes across all ongoing developments.

As part of this transition, third-party water procurement was assessed in selected projects during FY 25, including the Precast Unit, My Home Nishada, and My Home Apas. This initial assessment represents an important step toward establishing full portfolio-level water accounting for development activities. The findings from this exercise form the baseline for expanding water data coverage in future reporting periods.

Water withdrawal in our Development Portfolio – FY 26		
Water Source	Units	Water withdrawal
Third-Party (Municipality & Tanker) Water	kL	60,280
Ground water (borewell)	kL	419,345
Total Water withdrawal	kL	479,625

The water use profile for the development portfolio indicates a clear dependence on external and groundwater sources during construction activities. The distribution of

withdrawal volumes provides visibility into source reliance and supports ongoing efforts to manage water demand responsibly across project sites.

Water withdrawal in our Manufacturing site – FY 26		
Water Source	Units	Water withdrawal
Third-Party (Municipality & Tanker) Water	kL	8,220
Ground water (borewell)	kL	31,519
Total Water withdrawal	kL	39,739

Reducing Waste Wisely

In FY 2025–26, My Home Constructions strengthened its focus on effective waste management as a core component of its ESG strategy, guided by circular economy principles and strict regulatory compliance. Our approach centred on reducing waste generation at source, enhancing opportunities for reuse and recycling, and minimizing landfill disposal across both development and operational portfolios.

We deployed targeted strategies to improve waste efficiency, including the use of advanced precast construction techniques, robust

on site waste segregation systems, and the application of Building Information Modeling (BIM) to optimize material planning and reduce prefabrication waste. These measures enabled better material utilization and supported informed decision making during the design and construction phases.

By embedding responsible waste practices into daily operations and project execution, we continued to lower our environmental footprint while advancing a more resource efficient and sustainable construction ecosystem.

Operational Portfolio

Waste management was embedded into day-to-day operations across our commercial assets, with structured processes for segregation, collection, and diversion to authorized recycling and recovery partners.

Waste generated in our Operational Portfolio (The Skyview, My Home Twitza) – FY 26		
Waste Category	Units	Waste Generated
Food waste	Tonnes	558
Paper and Cardboard	Tonnes	376
Plastic	Tonnes	54
Glass	Tonnes	10
Wood	Tonnes	0.4
Metal	Tonnes	19
Battery	Tonnes	4
E-waste	Tonnes	1
Waste Oil	Tonnes	1
Filters	Tonnes	1
Total Waste Generated	Tonnes	1,025

Key initiatives and performance highlights



The Skyview achieved TRUE Zero Waste Gold Certification from GBCI, recognizing its success in diverting solid, non hazardous waste from landfills through systematic segregation, employee engagement, and a robust reduce reuse recycle framework. It has also been awarded the UL Indoor Air Building Verification Mark, affirming its commitment to maintaining high indoor air quality standards and healthy built environments.



My Home Twitza continued to pursue IGBC Net Zero Waste Platinum Certification, having demonstrated near total waste diversion through partnerships with verified recycling and material recovery agencies.



Across our operational commercial projects, the recyclable wastes are sent to authorized recycling and recovery facilities, while food waste is composted.

This performance reflects the effectiveness of source segregation, occupant participation, and collaboration with certified waste management partners across operational assets.



CASE STUDY

Advancing Digital Transformation for Quality, Safety, and Sustainability

Digital Platforms & 360° Camera Monitoring at My Home Constructions Pvt. Ltd.

Material ESG Concern:

Paper-based quality and safety processes limit real-time visibility, slow decision-making, increase environmental footprint, and reduce transparency in large-scale construction projects. Enhancing governance, accountability, and resource efficiency through digital solutions is therefore a key ESG priority.

My Home's Strategic Intervention

Aligned with its ESG Policy, Sustainability Strategy, and Governance Framework, My Home Constructions Pvt. Ltd. adopted integrated digital platforms and 360° camera-based monitoring solutions to modernize quality, safety, and progress tracking across construction sites.

Key elements of the intervention included:

- Transition to paperless, mobile-based digital platforms for quality and safety inspections using standardized checklists aligned with SOPs

- Real-time data capture, including observations, geo-tagged and time-stamped photographs, and remarks directly from the field
- Centralized dashboards enabling live tracking of quality, safety, and compliance performance
- Automated daily, weekly, and monthly reporting, supported by streamlined non-conformance tracking and closure workflows
- Deployment of 360° camera systems at luxury residential project sites, capturing panoramic, time-stamped visuals for remote monitoring, progress verification, and comparative analysis with planned schedules

These solutions were supported through structured training for engineers, safety officers, and project teams, ensuring effective adoption and consistent use across sites, with scalability built into the company's digital transformation roadmap.

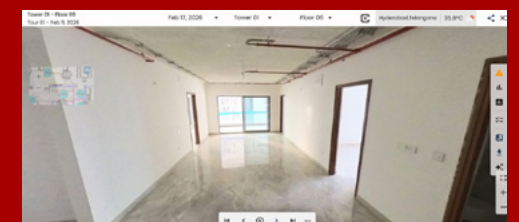
Impact & Outcomes

The digital transformation initiative delivered tangible operational, environmental, and governance benefits:

Paperless inspections

Enhanced audit readiness and compliance

Reduction in physical site visits



By integrating technology into core construction processes, My Home Constructions enhanced efficiency, transparency, and environmental responsibility, reinforcing our commitment to high quality, safe, and sustainable project delivery.

Development Portfolio

Across development projects, including Grava Business Park – Phase 1A and the Hyma Precast Unit, we implemented a comprehensive Construction and Demolition (C&D) Waste Management Program aligned with the MoEFCC Construction & Demolition Waste Management Rules (2016).

Waste generated in Development Portfolio – FY 26

Hazardous waste (in MT)	Non-hazardous waste (in MT)	Total Waste Generated (in MT)
0.4	6,769	6,769

The total waste generated during FY 26 comprises both hazardous and non-hazardous streams, with the majority being non-hazardous waste. The waste materials are responsibly managed and resold to authorized third-party recyclers, supporting resource recovery and circular economy practices.

Waste management and material recovery practices

- Grava Business Park – Phase 1A achieved IGBC Net Zero Waste Platinum Certification during Design & Construction phase.
- Construction debris was collected, segregated, and transported to Pollution Control Board (PCB) - certified vendors.
- Processed waste was converted into secondary resources, including recycled aggregates, bricks, and treated water.
- 8,400 MT of C&D waste was recycled.

Design- and process-led waste minimization

Waste minimization was integrated into development operations through material innovation and optimized construction practices:

Reusability



Excavated rocks and precast moulds reused on-site

Reduction



Variable Frequency Drives (VFDs) reduced equipment energy use, while efficient precast designs lowered raw material consumption

Recycling



Concrete waste reused as foundation fill; steel strand cuttings repurposed as lifting hooks

Key Outcomes Across Development Sites



Manufacturing and RMC Sites

We monitor waste generation across our manufacturing and Ready-Mix Concrete (RMC) operations to ensure effective segregation and responsible management.

Waste generated in Manufacturing Portfolio – FY 26

Hazardous waste (in MT)	Non-hazardous waste (in MT)	Total Waste Generated (in MT)
0.3	152	153

Waste generated in RMC's – FY 26

Hazardous waste (in MT)	Non-hazardous waste (in MT)	Total Waste Generated (in MT)
6	77	83

All waste generated is managed and disposed of through authorized third-party vendors, in compliance with applicable regulatory requirements.



Grava Business Park

CASE STUDY

Zero Landfill Construction & Demolition Waste Management

Advancing Circular Economy Practices at Hyma Developers Pvt. Ltd

Material ESG Concern

Large-scale construction activities generate significant volumes of Construction & Demolition (C&D) waste, posing risks of landfill dependency, environmental degradation, and non-compliance with regulatory and green building requirements. Effective segregation, recycling, and traceability of C&D waste is therefore a critical environmental priority, particularly for projects targeting IGBC Net Zero Waste certifications.

My Home's Strategic Intervention

In alignment with the MoEFCC Construction and Demolition Waste Management Rules, 2016 and the Group's ESG commitments, Hyma Developers Pvt. Ltd. implemented a comprehensive, zero-landfill C&D Waste Management Program across key development sites between February and December 2025.

The program was executed at Grava Business Park (Phase 1A), Grava Residences, the Hyma Precast Unit, and Precast RMC facilities, in partnership with a TSPCB-authorized recycler. Key measures included designated onsite waste collection zones, strict segregation protocols supported by worker training, and end-to-end managed transportation and processing at the authorized Fathullaguda C&D Waste Processing Plant. All activities were backed by detailed documentation and

audit-ready records to support IGBC certification requirements.

Recovered materials such as sand and aggregates were processed into secondary resources, reinforcing circular economy principles and reducing reliance on virgin materials.

Impact & Outcomes

The initiative delivered measurable environmental and compliance outcomes while establishing a scalable model for sustainable construction waste management:

8,400 metric tonnes of C&D waste processed

100% landfill diversion achieved

Direct contribution to IGBC Net Zero Waste Design

Platinum certification for Grava Business Park Phase 1A

This case study demonstrates Hyma Developers Pvt. Ltd.'s ability to operationalize circular economy principles at scale. By embedding structured C&D waste management into project execution, the company continues to advance its environmental ESG pillar and reinforce its leadership in responsible and green construction practices.

Protecting Local Biodiversity

At My Home Constructions, biodiversity conservation is a core pillar of our environmental stewardship. In FY 2025-26, we continued our focused efforts to protect and enhance local biodiversity by conserving rare, endangered, and native plant species across our project landscapes.

Plantation activities continued across Sayuk, Nishada, and Raka projects, encompassing a diverse mix of shade trees, flowering species, palms, and fruit-bearing plants. These species were carefully selected based on their ecological suitability, contribution to local biodiversity, and ability to strengthen green infrastructure across project sites.

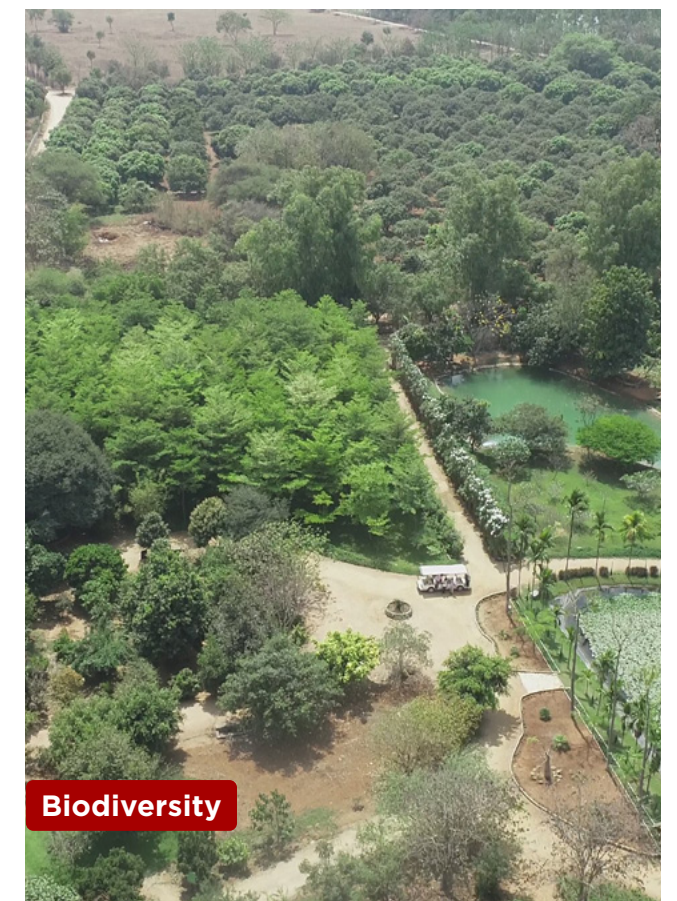
In parallel, we actively we actively advanced our biodiversity conservation efforts by focusing on plant species across various IUCN Red List categories, including Critically Endangered (CR), Endangered (EN), Vulnerable (VU), Near Threatened (NT), and Least Concern (LC). This included the ongoing nurturing of species introduced in the previous year, along with the introduction of new rare and ecologically significant species.

Key Initiatives:

- 1. Virala Concept (Rare & Endangered Species):** We continued enriching our biodiversity zones with rare species. Notable additions in FY 2025-26 include:
 - Aquilaria malaccensis (Critically Endangered - CR)
 - Hopea racophloeia (Endangered - EN)
 - Syzygium travancoricum (Critically Endangered - CR)
- 2. Prehistoric Garden Concept:** On the occasion of our Chairman's birthday in 2025, we planted a dedicated Cycad conservation grove. This grove features several rare and ancient "living fossil" cycad species, recognized for their evolutionary importance and ecological value. A detailed table below highlights the species included, along with their botanical names, common names, IUCN conservation status, and ecological significance.



Chairman's Birthday 2025



Biodiversity

Rare tree species planted - FY 26			
Botanical Name	Common Name	IUCN Conservation Status	Ecological Significance
Aquilaria malaccensis	Agarwood Tree, Eaglewood	Critically Endangered - CR	Known for producing agarwood resin, this species plays a role in forest ecosystem balance and supports biodiversity despite pressures from overharvesting.
Hopea racophloea	Hopea Tree	Endangered - EN	A native tropical hardwood species that contributes to forest structure, carbon sequestration, and long-term ecosystem stability.
Syzygium travancoricum	Travancore Jamun	Critically Endangered - CR	A rare wetland species that supports aquatic ecosystems, improves water retention, and provides habitat for local fauna.

Species planted under dedicated Cycad Conservation Grove			
Botanical Name	Common Name	IUCN Conservation Status	Ecological Significance
Cycas siamensis	Siamese Cycad,Thai Sago	Vulnerable (VU)	Adapting to harsh, fire-prone environments and aiding soil health
Cycas rumphii	Queen Sago, Queen Sago Palm	Near Threatened (NT)	Provides critical ecological value through soil nitrogen fixation, oceanic seed dispersal dynamics, and complex animal-plant interactions. Often referred to as a "living fossil" due to its ancient evolutionary lineage
Cycas pectinata	Himalayan Sago	Vulnerable (VU)	"living fossil," holds significant ecological, evolutionary, and cultural importance.
Dioon spinulosum	Giant Dioon, Gum Palm	Endangered (EN)	Provides resources for specific beetles, often relying on them for pollination.

3. Naimisha (Forest) Concept: We significantly expanded native forest restoration by planting over 100 indigenous species, including Artocarpus heterophyllus, Mangifera indica var. Batasha, Mesua ferrea, Saraca ashoka, Syzygium cumini, Terminalia bellarica, and many other ecologically important native trees that support local wildlife and improve soil health.

Impact

These initiatives have resulted in improved green cover, enhanced soil health, better microclimate regulation, and increased ecological resilience around our project sites. Our sustained efforts in biodiversity protection strongly contribute to United Nations Sustainable Development Goal 15 – Life on Land, reinforcing our commitment to preserving natural heritage and leaving a greener legacy for future generations.



Kalpavriksha

This Baobab tree (Adansonia digitata) traces its origins to Africa, from where its ancestors were brought to India centuries ago by traders. Now over 150 years old, it stands as a remarkable natural heritage specimen.

During a construction activity near Raviryal, the tree faced the threat of removal. Recognizing its ecological and historical significance, My Home management undertook a careful translocation on April 15, 2017, ensuring its preservation and continued growth.

Baobab trees are among the longest-living species in the world, capable of surviving for thousands of years. They can grow up to 100 feet in height and develop large, robust trunks. Every part of the tree is valuable and contributes to various needs, including food, shelter, water storage, and traditional uses. Its fruit, known for its high nutritional value, is often referred to as a “miracle fruit.”

This tree continues to symbolize resilience, biodiversity conservation, and the importance of sustainable practices.

People for Inclusive Growth & Wellbeing

ESG Pillar – People & Community Well Being

GRI – 401, 403, 404, 405, 406, 407, 413, 414, 416, 417



Safety Week Celebrations 2025



Bathukamma Celebrations

Managing Human Capital

At My Home Constructions, our people are at the heart of every achievement. Our Human Capital Management (HCM) is shaped by well-defined processes, a culture of continuous learning, and a strong focus on employee well-being. Guided by our vision of shared prosperity, we work to create an environment where every individual can grow with confidence, and purpose. We

prioritise social responsibility, quality of life, and a safe, healthy, and inclusive environment that supports long-term engagement. Guided by ethical and sustainable practices, we work closely with stakeholders to advance a greener and more inclusive future, placing people and the planet at the centre of our decisions.

Our Workforce

During FY 2025-26, the organisation's workforce comprised 1,434 permanent employees and 1,332 permanent workers, bringing the total headcount to 2,766. This growth reflects the scale and operational breadth required to support ongoing expansion and delivery commitments across business functions.

Total Employees and Workers by Gender - FY 26

Employee Category	Male	%	Female	%	Total
Permanent Employees	1,275	89%	159	11%	1,434
Permanent Workers	1,319	99%	13	1%	1,332
Total	2,592	94%	172	6 %	2,766

The overall workforce base represents a stable and scalable human-capital foundation that enables consistent operational performance. Our talent management practices reinforce this by maintaining focus on capability development, structured skill enhancement, and long-term workforce sustainability in alignment with organizational priorities.

Hiring and Turnover

We adopt responsible and ethical hiring practices that support long term value creation. Our hiring approach focuses on attracting diverse, skilled, and purpose driven talent while ensuring fair, ethical, and inclusive recruitment processes. We prioritize merit based selection, equal opportunity, and compliance with applicable labor laws across all locations.

Our people-first culture is further strengthened through continuous feedback mechanisms, career support systems, and initiatives that foster an empowering and respectful workplace. These efforts collectively reinforce our commitment to building a vibrant organizational culture where individuals feel valued, supported, and able to perform at their best.

Total New Hires - FY 26

Employee Category	Age < 30		Age 30-50		Age > 50		Total New Hires	Hiring Rate
	Male	Female	Male	Female	Male	Female		
Top Management	0	0	0	0	0	0	0	0%
Senior Management	0	0	2	0	1	0	3	0.1%
Middle Management	0	1	66	10	2	0	79	3%
Junior Management	127	28	78	10	3	0	246	9%
Workmen	332	0	264	0	9	0	595	21%
Total	449	29	410	20	15	0	923	33%

During FY 2025-26, My Home onboarded 923 new employees and workmen across organizational levels, with an overall hiring rate of 33%

Voluntary Turnover - FY 26

Employee Category	Male	%	Female	%	Total
Permanent Employees	202	93%	16	7.3%	218
Permanent Workers	362	100%	0	0%	362
Total	564	97%	16	3%	580

During the same period, we recorded a total voluntary turnover of 580 employees and workers across different levels and age groups. Such workforce movement is inherent to project-driven operations and supports workforce renewal and skill realignment while maintaining stability across critical roles.

Diversity, Equity, and Inclusion culture

We acknowledge the critical role diversity, equity, and inclusion (DEI) plays across our end to end real estate operations, from design and execution to customer interactions, and actively foster an inclusive workplace culture grounded in diversity, equity, and mutual respect across all levels of the organization.

Through structured policy frameworks, that covers policies such as DEI and POSH, we cultivate a work environment defined by safety, dignity, and equal opportunity.

We continued to strengthen gender inclusion through mentorship and internal growth opportunities, while upholding our firm commitment to equal pay, ensuring that no gender pay gap exists across any role or level at My Home.

In FY 2026, women in workforce increased by 29% compared to FY 2025.



Cultural and engagement initiatives such as celebrating International Women's Day provide women employees dedicated platforms for interaction, recognition, and well-being. These initiatives reinforce a sense of belonging, encourage participation, and visibly demonstrate the organization's belief that diversity strengthens performance, and long-term sustainability.

Empowering Women at the Workplace

International Women's Day Celebration 2026

My Home Constructions marked International Women's Day 2026 with a dedicated full-day celebration designed to strengthen gender inclusion and recognise the contributions of women employees. Held on 7 March 2026 at the Sayuk Club House in Tellapur, the event brought together around 200 women employees from across project sites and corporate functions. The programme featured engaging activities, wellness sessions, team games, and recognition for competition winners, creating a vibrant space for connection, appreciation, and empowerment.

The initiative reinforced the organisation's commitment to diversity, equity, and inclusion as outlined in its ESG Social framework. By providing women employees with a platform to celebrate, interact, and feel valued, the event helped boost morale, strengthen belonging, and promote a supportive work culture.



Women's day Celebration 2026

Employee Engagement

We foster an inclusive and vibrant workplace culture through year round employee engagement initiatives conducted across corporate offices and project sites. Recognising the diversity of our workforce, we organise cultural, religious, national, and recreational events that encourage meaningful employee engagement. These initiatives are designed to support emotional well being and physical wellness, while reinforcing mutual respect, inclusivity, and a sense of belonging within the workplace.

During the reporting period, employees participated in celebrations such as Ganesh Chaturthi, Bathukamma, Durga Puja, Diwali, Sankranti/Pongal, Ugadi, Ram Navami, Republic Day, National Safety day, International Women's Day, and other special occasions such as Chairman Sir's Birthday and National Engineers Day. These celebrations were complemented by interactive activities such as festive contests, ethnic ramp walks, desk decoration, music and dance programmes, encouraging creativity and cross-team bonding.

In addition, Annual Sports Day 2025 provided a platform for teamwork, healthy competition, and recreation, enabling inclusive participation across roles and work locations. Collectively, these initiatives contribute to a positive work environment that enhances employee morale, strengthens interpersonal connections, supports work-life balance, and reinforces a strong sense of belonging, in alignment with Company's Social ESG objectives.



Holi 2025

CASE STUDY

Long Service Awards 2025

Celebrating Loyalty & Building a Culture of Belonging

In FY 2025-26, My Home Constructions celebrated the loyalty of its long-serving employees through the Long Service Awards Felicitation Ceremony, held on 24th March 2026 at the Grava Experience Centre, Hyderabad. Rooted in the company's Human Resources Policy, Well-Being Policy, and ESG Social commitments, the initiative reinforces a culture where dedication, institutional knowledge, and long-term relationships are deeply valued.

As the organization expands across multiple entities, the ceremony serves as a unifying platform to preserve core values and strengthen emotional bonds. A total of 56

employees were honoured for completing 10, 20, and 30+ years of service, with awardees representing ASDPL, HDPL, MHCPL, TTPL, and MHIPL. Each milestone achiever received a 5-gram pure gold medal, symbolizing enduring appreciation and long-term commitment.

This initiative significantly enhanced morale, strengthened belonging, and promoted career continuity in a sector where long tenures are uncommon. By honouring loyalty and perseverance, we reinforce our people-centric ESG approach and builds a resilient, trusted, and future-ready workforce.



Long Service Awards

Employee Satisfaction

Understanding employee satisfaction is integral to our workforce strategy and plays a key role in strengthening workforce stability, organizational effectiveness, and long-term performance. To capture employee perspectives in a structured manner, we conduct an Employee Satisfaction and Engagement Survey, which serves as a vital listening mechanism across the organisation. The survey covers feedback on key aspects of the work environment, including role clarity, learning and growth opportunities, managerial support, leadership communication, workplace safety, diversity, equity and inclusion (DEI), policy awareness, and overall, well-being.

By gathering insights from employees at different stages of their career and across diverse functions, the survey enables us to identify strengths, uncover improvement areas, and enhance the overall employee experience in a structured and inclusive way.

The survey is administered digitally to ensure ease of participation and reliable data analysis. During FY 2025-26, a total of 574 employees responded to the assessment, providing

valuable insights into workplace experience and organisational culture. Findings are shared with leadership teams to support transparent discussion and action planning. These insights guide targeted improvements in culture, internal processes, and employee support systems. The overall satisfaction score for the year stands at **4.17** out of **5**, reflecting sustained efforts to maintain a supportive, engaging and high-performance work environment.



Women Sports Day

CASE STUDY

Living Wage Assessment 2026

Advancing Fair Compensation & Employee Well-being

In January 2026, My Home Group launched a comprehensive Living Wage Assessment across its entities, guided by the globally recognized **Anker Methodology**. This initiative reflects the Group's commitment to go beyond statutory wages and ensure a decent standard of living for employees and their families.

Key Components of My Home's Living Wage Estimation

- **Nutrition:** Access to a nutritious, locally appropriate diet that sustains health and energy.
- **Housing:** Safe, decent housing covering rent, utilities, and upkeep.
- **Education:** Reliable access to basic education for dependents, including fees and supplies.
- **Healthcare:** Essential medical and preventive care to maintain well-being.
- **Transportation:** Commuting costs to work, education, and vital services.
- **Other Essentials:** Basic non-food items like clothing, communication, and personal care.
- **Unforeseen Events:** A financial buffer for emergencies and unexpected expenses.

The assessment benchmarks current wages against living wage thresholds to identify gaps and strengthen fair compensation practices. Currently, benefits such as meal allowances and accommodation support contribute toward meeting employees' basic needs.

The living wage assessment is being implemented through a **four-step** approach:

Step 1: Defining Sope and Worker Profile | Completed in FY2026

- Identified relevant worker categories, group entities, and project locations in Hyderabad.

- This assessment includes all My Home Group entities: HYMA Developers Private Limited, My Home Constructions Private Limited, Aqua Space Developers, and Tellapur Technocity Private Limited.

Step 2: Assessing Workforce Perceptions of Living Standards | Ongoing

- Conduct targeted surveys and workshops to gather employee insights on current wages and living expenses, covering approximately 40% of the workforce.

Step 3: Calculating the Cost of a Decent Standard of Living

- Develop detailed cost estimates for essential needs including food, housing, education, healthcare, transportation, and other basic necessities, using localized price data and secondary sources to ensure accuracy and relevance to Hyderabad.
- Define a representative household structure to reflect a typical employee's family size and income distribution.

Step 4: Establishing My Home's Living Wage Benchmark

- Incorporate a margin for savings and unforeseen expenses to provide financial security.
- Adjust total living costs based on the number of household earners and derived a monthly living wage benchmark per employee.

This initiative strengthens My Home Group's commitment to employee well-being, reduces financial stress, and supports a stable and productive workforce while driving inclusive and responsible growth.

Employee Wellbeing

We offer a comprehensive suite of employee benefits designed to safeguard the health, well-being, and financial security of our workforce. These benefits reflect our commitment to creating a supportive, inclusive, and equitable workplace, and are consistently extended across all significant locations of operation. In addition to the benefits provided to full-time employees, we extend a range of welfare measures to contract labour, including periodic medical check-ups, on-site first-aid facilities, STP-supported hygienic labour camps, basic amenities, crèche facilities, and regular health camps. These measures further strengthen our responsibility toward worker welfare and

reinforce our belief that a safe, healthy, and cared-for workforce is central to sustainable and responsible growth.

We also extend key social security and welfare provisions uniformly to all employees, and workers, including part-time. These include life insurance, healthcare support, disability and invalidity coverage, parental leave entitlements, and retirement-related provisions, ensuring consistent access to essential protections across employment categories. This approach reflects the Company's emphasis on equitable workforce practices and baseline employee well-being across the organisation.



Free Health Check-up

Parental Leave

We provide parental leave provisions to support employees during important personal milestones, helping them balance family responsibilities while maintaining continuity in their careers as part of this approach, six months of paid maternity leave

is extended to new mothers, enabling a smoother transition into parenthood and continued engagement with their professional growth at My Home. Additionally, paternity leave of 3 days, is provided.

Gender	Number of Employees Entitled	Number of Employees Who Availed Leave	Number of Employees Returned to Work
Male	69	69	69
Female	11	11	4

A strong return-to-work rate of 91 % demonstrates the effectiveness of our parental leave framework and the organisation's commitment to supporting employees through all life stages. Our policies continue to enable smooth transitions, sustained engagement, and long-term retention.

Building Workforce Capability

At My Home Constructions, strengthening workforce capability remains central to operational effectiveness and long term sustainability. We adopt a structured approach to continuous learning to ensure employees are well prepared before assuming roles and responsibilities, while also supporting ongoing performance and career progression across the organisation. Site specific inductions, role based instructions, refresher sessions, and practical learning interventions form the foundation of our learning framework.

Learning and development

Learning coverage during the year focused on strengthening core capabilities required across roles and career stages. This included enhancing technical proficiency, behavioural effectiveness, process understanding, leadership readiness, business ethics, policy and compliance awareness, and digital skills. Learning interventions were designed to address both functional requirements and organisational priorities, supporting consistent execution and capability depth across the workforce. Key focus programmes such as DISC, My Home Leadership Development Program (MHLDP), and team-building workshops were undertaken

to strengthen collaboration, leadership effectiveness, and work culture, reinforcing organisational alignment and collective performance.

Structured learning support was also extended to design and project teams to build specialised competencies aligned with project and sustainability requirements, including preparation for IGBC Accredited Professional (AP) certification. Mandatory annual learning modules covering green building standards, BIM, HSE compliance, and vigilance were completed by employees, in line with the prescribed three day learning mandate. Leadership development programmes were conducted for senior and middle management, while junior staff, site supervisors, and contractors were covered through focused capability building workshops.

During **FY 2025 26**, we delivered **16,080 learning hours** to **3,439 employees** across management and non management levels through corporate training initiatives conducted via the *My Home Knowledge Center*. The average learning investment per full time employee stood at **1,868**, reflecting sustained commitment to workforce capability aligned with business priorities.



MHLDP Training



IGBC AP Green Building Training 2025



Telangana ESG Forum

Training Hours by Employee Category and Gender - FY 26

Employee Category	Male		Female		Total	
	No of employees	Training hours	No of employees	Training hours	No of employees	Training hours
Top Management	63	347	1	8	64	355
Senior Management	237	1,382	21	94	258	1,476
Middle Management	759	3,330	73	310	832	3,640
Junior Management	1,411	6,719	214	990	1,625	7,709
Associates/ non-management	342	1,391	0	0	342	1,391
Others	289	1,353	29	156	318	1,509
Total	3,101	14,522	338	1,558	3,439	16,080

Types of Training Delivered - FY 26

Employees trained on	Employees at Management level		Employees at non-management level		Workmen		Total hours
	Male	Female	Male	Female	Male	Female	
Skill Upgradation (Behavioural)	136	3	140	17	56	13	2,344
Skill Upgradation (Technical)	262	45	662	55	122	5	4,436
Leadership skills	121	11	1	0	9	1	1,136
Induction	49	10	126	24	134	0	514
Policy & compliance	6	0	21	0	32	2	244
Process Training	340	28	527	104	168	7	5,502
Business Ethics	33	0	38	7	24	0	408
Others, if any (Digital)	161	8	190	29	52	4	2,010

In addition to corporate training, site-level On-the-Job Training (OJT) was conducted across locations, further reinforcing practical skill development and operational readiness.

Month	No. of OJT (On Job Training)	No. of Participants
Apr-25	166	2,726
May-25	172	2,556
Jun-25	146	2,842
Jul-25	159	3,110
Aug-25	121	2,655
Sep-25	140	2,564
Oct-25	180	3,326
Nov-25	171	2,700
Dec-25	173	2,774
Jan-26	165	3,120
Feb-26	146	2,664
Mar-26	165	2,928
Total	1,904	33,965

Overall, the training distribution reflects a sustained and balanced focus on building capability across roles, levels, and skill areas. This continued investment supports workforce readiness, consistent performance, and the development of long term organisational capability aligned with business priorities.



CASE STUDY

My Home Leadership Development Program (MHLDP)

Grooming Future Leaders for Resilient, Aligned, and Holistic Growth

Material ESG Concern:

Developing a strong leadership pipeline across departments while ensuring alignment, resilience, and employee well-being is critical for sustaining growth in a multi-site organization. Limited focus on mindfulness, stress management, and cross-functional leadership can impact long-term effectiveness.

My Home's Strategic Intervention

Aligned with its ESG and HR strategy, My Home Constructions Pvt. Ltd. launched a 12-month leadership program (Sep 2024 – Aug 2025) to groom high-potential talent through structured and holistic development.

Key interventions included:

- 33 employees shortlisted across departments
- Leadership training by Grey Campus
- Mindfulness & stress management via Art of Living
- Modules covering Personal, Team & Organizational Leadership

- Assessments, introspective sessions, and final recognition ceremony
- Final recognition through an award ceremony on 17th September 2026

These solutions were supported through structured training for engineers, safety officers, and project teams, ensuring effective adoption and consistent use across sites, with scalability built into the company's digital transformation roadmap.



Impact & Outcomes

The program strengthened leadership capability and organizational alignment:

33 Leaders Developed

7 Key Modules

12-Month Journey

Organization-wide Impact

The program strengthened the leadership pipeline, enhanced cross-functional collaboration, and improved decision-making and ownership among participants. It also fostered resilience, mindfulness, and stress management capabilities, while reinforcing a culture of continuous learning and alignment with organizational goals.

Key Training Initiatives



My Home Knowledge Centre

In alignment with our chairman's vision of fostering continuous learning and "Make Living Better," the My Home Knowledge Centre at Tellapur serves as a dedicated in-house training hub for capability building across the organisation. The centre conducts regular structured learning programmes designed to strengthen both technical competencies and personal effectiveness.



JNAN Portal

The JNAN Portal was introduced to streamline training management. During FY 2025-26:

- **152** training sessions were conducted
- **3,424** employees were reached



E Library

To promote flexible, self-paced, and continuous learning, we have established a digital E-Library that offers employees on-demand access to a wide range of training resources.

Performance and Career Development

Career and performance development will be central to driving execution excellence and organisational discipline. The Company aims to establish clear performance expectations and structured growth pathways to strengthen accountability, enhance role clarity, and enable sustained contribution across all levels. This approach is expected to deepen leadership capability, build internal talent pipelines, and support consistent delivery as the organisation continues to scale and evolve.



CII Scope Emission training 2025



LEED V5 training Session 2025



IGBC CII 2026

Ensuring Workplace Safety

In our industry, where projects involve complex execution environments, multiple stakeholders, and site-intensive activities, occupational health and safety (OHS) is foundational to operational discipline and business continuity. At My Home Constructions, safety is embedded into how projects are planned, executed, and supervised across all sites and functions.

We follow a structured and disciplined approach to preventing workplace injuries and ill health through robust systems, regulatory compliance, and shared accountability, ensuring safety remains a core responsibility at every level of the organisation.

Occupational Health & Safety Management System

We have implemented an Occupational Health and Safety Management System (OHSMS), driven by statutory requirements and supported by recognised national and international standards.

The system is implemented in compliance with:

- The Building and Other Construction Workers (BOCW) Act, 1996
- The Factories Act, 1948
- The Contract Labour (Regulation and Abolition) Act, 1970
- The Environment (Protection) Act, 1986

The OHSMS is further guided by recognized standards and guidelines, including:

- National Safety Council (NSC) of India guidelines
- National Building Code of India (NBC), Part 8 – Health and Safety Aspects
- ISO 45001: Occupational Health and Safety Management Systems

The OHSMS applies across 100% employees, contractors, subcontractors, and temporary workers engaged in construction, engineering, administrative, and support functions. Its scope covers construction activities including excavation, erection, electrical works, plumbing,

painting, finishing works, and site maintenance, as well as administrative and management activities such as planning, procurement, and supervision. The system extends to all construction sites, office locations, and other work areas under the organisation’s operational control. Third party and off site activities not under direct operational control are managed through contractual obligations and monitoring mechanisms, and no workers are excluded from this disclosure.

Hazard Identification, Risk Assessment

Work-related hazards and risks are identified through a structured Hazard Identification and Risk Assessment (HIRA) process. Hazards are identified through:

- HIRA exercises conducted by a dedicated group comprising client, contractor, and worker representatives
- Site inspections and safety audits
- Review meetings and workplace observations

Identified risks are assessed by evaluating their likelihood and severity using established risk assessment methodologies. Control measures are implemented in line with the Hierarchy of Controls, prioritizing elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE). The effectiveness of these processes is ensured through trained personnel, documented SOPs, and periodic reviews triggered by audits, incidents, process changes, and site modifications, enabling continuous strengthening of risk prevention measures.



Outcomes from hazard identification and risk assessment are used to strengthen the occupational health and safety management system through monitoring key safety performance indicators, incident investigations, and regular management reviews aimed at continuous improvement. Supervisors and line managers further reinforce this framework by undergoing specialised training in hazard identification, leadership, and corrective action.

Incident Management and Continuous Improvement

All work-related incidents, near misses, and unsafe occurrences are required to be reported promptly. Investigations are carried out by safety officers, supervisors, department heads, and tower in-charges. Root cause analysis is conducted, and corrective actions are identified and implemented using the hierarchy of controls. The effectiveness of corrective actions is monitored through follow-up inspections and audits. Lessons learned are shared across sites through safety bulletins to drive continuous improvement.

Customized Safety App

Digitalising Hazard Control

The Safety App enhances on-site safety by enabling digital work permits, safety inspections, equipment checks, and first-aid reporting. Employees can instantly record near-misses and safety observations, while all incidents are logged, verified, and analysed for root causes through the app. Monthly reviews help identify recurring risks, ensuring continuous improvement in hazard identification and risk mitigation across all project sites.



Details of Work-related Injuries - FY 26

Category	Employees	Workers
High-consequence injuries	3 (LTI)	10 (LTI)
Recordable injuries	3 (MTC)	11 (MTC)
No of hours worked in reporting year	5,969,256	23,877,024

In line with international standards, we calculate injury rates based on 1,00,000 hours worked, as per OSHA guidelines. This harmonized approach allows us to accurately measure and continuously improve our safety performance across all operations.

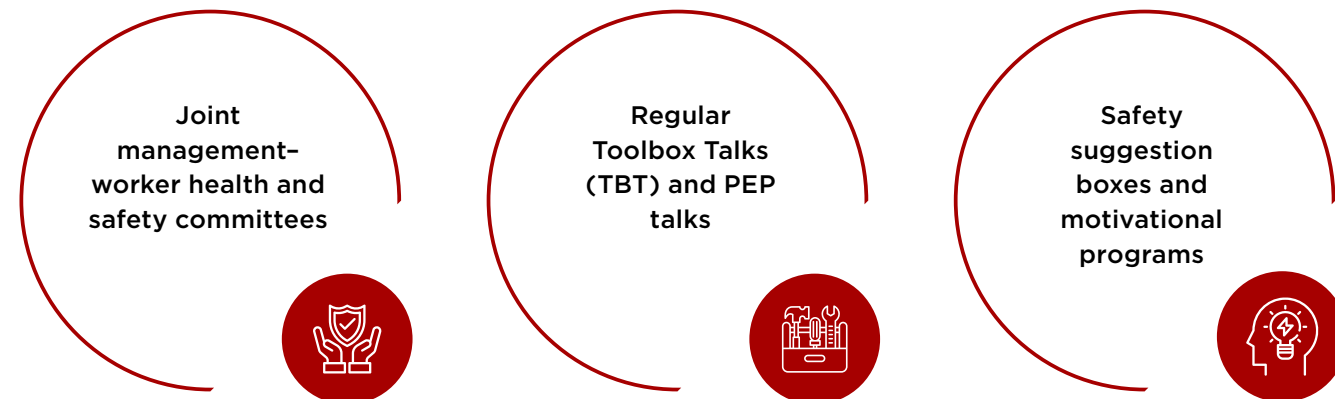
Lost Time Injury Frequency Rate (LTIFR)

Category	FY 26
Employees	0.5
Workers	0.4

In line with international standards, we calculate injury rates based on 1,00,000 hours worked, as per OSHA guidelines. This harmonized approach allows us to accurately measure and continuously improve our safety performance across all operations.

Worker Participation, Communication, and Rights

Worker participation is an integral part of the safety management system. This is enabled through:

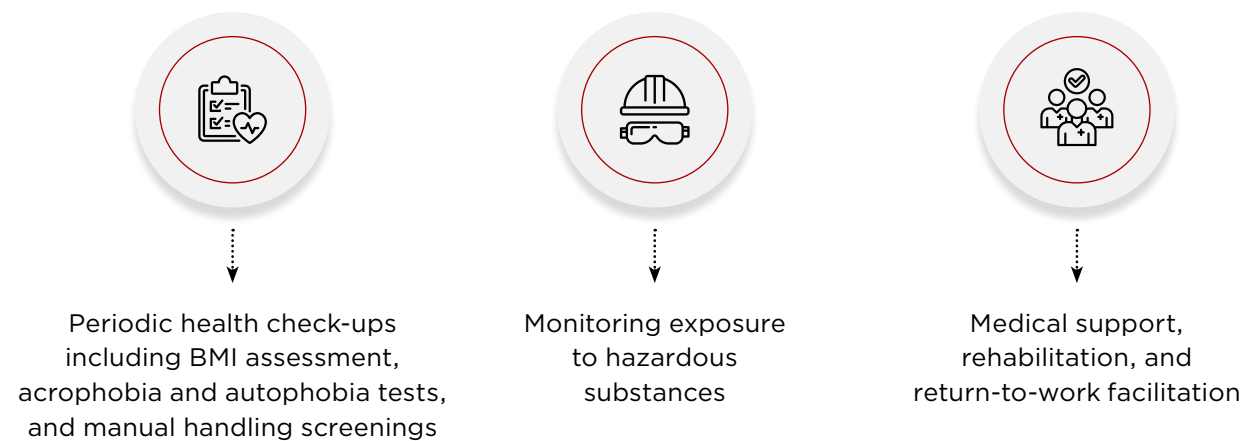


Safety committees are responsible for hazard identification, risk assessment, incident investigation, and coordination of safety training. These committees meet once every three months and function through collaborative decision-making, with final decisions resting with management.

Workers are encouraged to report unsafe conditions through formal reporting mechanisms or direct communication with supervisors and safety officers. Workers have the right to remove themselves from unsafe work situations without fear of reprisals. Reported situations are promptly evaluated, work is stopped if required, and workers are reassigned as necessary.

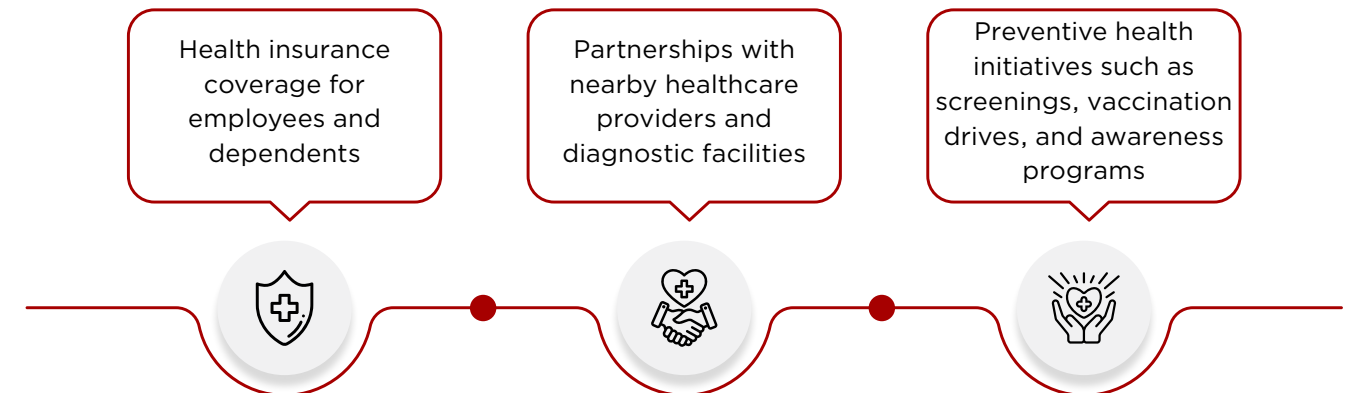
Occupational Health Services and Well-being

Occupational health services support early identification of health risks and minimization of ill health through:



These services are supported by qualified and certified paramedics who provide medical assistance, rehabilitation, and return-to-work facilitation.

Access to non-occupational medical care is facilitated through:



Prioritising Employee Health Organisation-Wide Medical & Eye Screening Camps

In FY 2025-26, My Home Constructions strengthened its commitment to employee well-being by organising free, multi-location medical and eye screening camps across the Head Office and major project sites. Conducted in partnership with reputed healthcare providers, the camps offered general health check-ups, diabetes and BP screening, ENT consultations, and comprehensive eye examinations for **over 3,241 employees**.

Spanning June-July 2025 with a special eye screening in January 2026, the initiative enabled early detection of health concerns, increased access to preventive care, and reinforced the company's ESG-driven focus on workforce health. By ensuring convenient scheduling, specialist support, and seamless participation across **10+ sites**, the programme contributed to a healthier, more aware, and more productive workforce, demonstrating My Home's genuine commitment to employee wellness.

To strengthen workplace health infrastructure, we have implemented mandatory pre-employment and periodic health check-ups, on-site first-aid stations, and STP facilities in labour camps, ensuring safe and hygienic living conditions for the workforce. Regular safety motivational programs, monthly safety and housekeeping audits, and toolbox talks across all sites reinforce a proactive safety culture and help embed safe behaviours among employees and contractors.

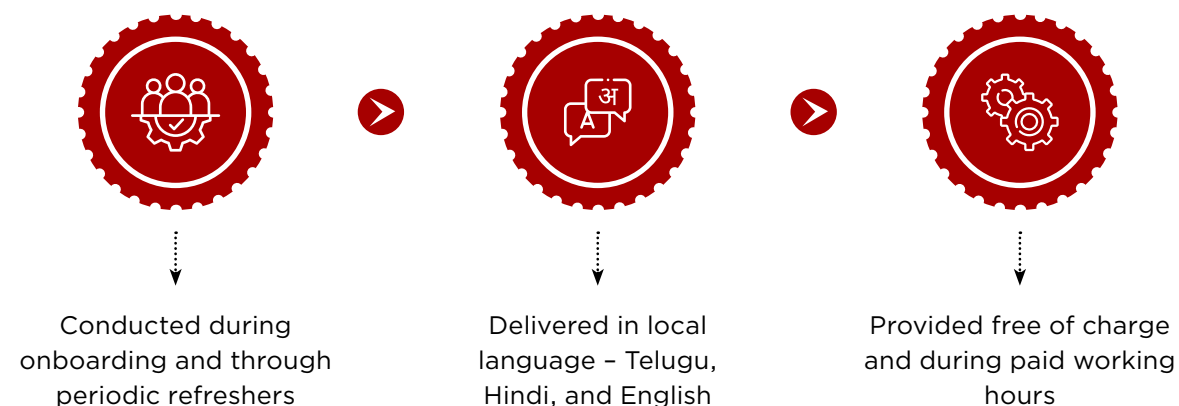


Check-up

Occupational Health and Safety Training

Occupational health and safety training is provided to all workers, including employees, contractors, and subcontractors. Training needs are identified through HIRA, incident investigations, and worker feedback. Training programs cover hazard identification, risk assessment, safe work practices, PPE usage, and emergency procedures.

Training is:



Attendance at mandatory training sessions is required and monitored, and training effectiveness is evaluated through assessments and interactions. In FY 2025-26, My Home delivered over **19,167 training man-hours** to strengthen safety awareness and readiness.



Safety Pledge

CASE STUDY

National Safety Day/Week 2026 - 4th to 24th March

Engaging, Educating & Empowering for a Stronger Safety Culture

Material ESG Concern:

With a dispersed workforce operating in high-risk construction environments, ensuring consistent safety awareness, hazard recognition, and proactive behavioural compliance is a key ESG priority for My Home Constructions.

My Home's Strategic Intervention

In alignment with the national theme "Engage, Educate & Empower People to Enhance

Safety", My Home Constructions observed National Safety Day/Week 2026 through an organisation-wide programme across all project sites and the Head Office. The initiative featured daily Toolbox Talks, seven focused safety trainings on high-risk activities, first aid and firefighting demonstrations, and engaging competitions such as safety slogans, cartoons, quizzes, and JAM sessions. The celebrations concluded with recognition events at each site and a grand closing ceremony at Grava Business Park.



National Safety Week 2026

Impact & Outcomes

The initiative strengthened safety ownership and reinforced zero-harm culture across the organisation:

7 dedicated safety trainings + multiple TBTs

100 % alignment with national safety theme

The initiative enhanced hazard recognition strengthened proactive safety decision-making and reinforced My Home's commitment to zero incidents. It fostered emotional ownership, encouraged peer learning, and advanced the company's ESG-aligned goal of creating safer, more empowered, and resilient project teams.

Safeguarding Human Rights

Human rights are fundamental to responsible business conduct and the way the Company engages with its workforce, partners, and communities. We uphold the highest standards of human rights, dignity, and ethical conduct across our operations and value chain. At My Home Constructions, our Human Rights Policy, aligned with the UN Guiding Principles and our internal Code of Conduct, sets clear expectations for fair treatment, responsible labour practices, and respect for individual rights.

We maintain zero tolerance for child labour, bonded labour, forced labour, discrimination, or any form of harassment, and fully comply with all applicable labour laws. We respect the freedom of association and collective bargaining and safeguard the privacy of both employees and customers.

As part of our responsible sourcing and oversight practices, supplier and vendor assessments/evaluation are conducted to ensure adherence to labour rights, safety standards, and ethical practices across the value chain.



Human rights considerations are embedded from the very beginning of employment through comprehensive site inductions, which include briefings on rights awareness, grievance redressal mechanisms, Environmental, Health and Safety (EHS) protocols, and behavioural expectations. All employees and security personnel receive mandatory induction training on our Code of Conduct, including human rights provisions, with formal declarations. Ongoing education ensures our workforce is equipped to identify and address potential issues. Additionally, for significant operational changes, we follow a clear minimum notice period policy.

Through structured training, inclusive practices, and a strong focus on workplace dignity, we continue to strengthen a capable and committed workforce equipped to uphold the organisation's values and meet future challenges with confidence.



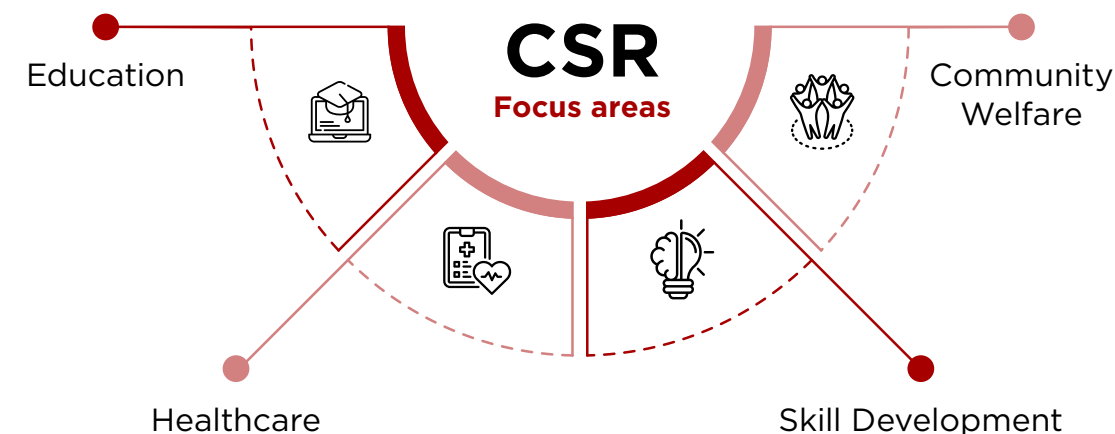
Zero incidents of child labor, bonded labor, or human-rights violations in FY 2025-26



Supporting Local Communities

At My Home Constructions, community development is an integral part of our social responsibility. Guided by our ESG and CSR policies, we continue to invest in programmes that improve access to education, healthcare, skill development, and overall community well-being. Our approach combines statutory CSR obligations under the Companies Act, 2013 with voluntary initiatives delivered through long-standing partnerships and on-ground engagement across project locations.

In FY 2026, we spent around INR 160 million towards CSR projects.





EDUCATION

My Home Constructions supports inclusive and quality education through programmes that empower children from underserved communities. Our initiatives focus on improving learning outcomes, strengthening foundational skills, and enabling long-term academic continuity. Through collaborations such as Shikshaantra PLUS, we help bridge learning gaps and promote equal access to education.

CASE STUDY

Shikshaantra Plus

Transforming Learning Outcomes for Government School Children

My Home Constructions continued its commitment to improving access to quality education by supporting the Shikshaantra PLUS programme at the Upper Primary School in Muchintal, Telangana. Implemented in partnership with KHUSHII, the initiative aims to strengthen government school education for children from low income and rural families by improving learning levels, digital readiness, and overall child development.

Through remedial teaching, digital learning modules, life skills sessions, WASH education, STEM activities, creative thinking workshops, and parental engagement, the initiative helps

students overcome learning barriers and build stronger academic foundations. Regular home visits, dropout prevention counselling, and personalised support further ensure that children remain connected to school and learning continuity is maintained.

By enhancing curricular understanding, enabling digital adoption, strengthening hygiene practices, and fostering parental involvement, Shikshaantra PLUS creates an enabling school environment that promotes learning, discipline, confidence, and holistic growth.



HEALTHCARE

We prioritise preventive healthcare and well being for workers and neighbouring communities through regular health camps, screenings, and wellness programmes. These initiatives improve early detection of health issues, provide access to essential medical services, and enhance overall community health. By addressing healthcare needs on site and at local levels, we contribute to safer, healthier, and more resilient communities.



SKILL DEVELOPMENT

Our skill development initiatives focus on enhancing employability, practical capabilities, and long-term livelihoods. Through partnerships with organizations like the Confederation of Women Entrepreneurs (COWE), we support programs that promote women's entrepreneurship, early childhood development, and community empowerment.

Initiatives such as Aveksha Day Care enable women to participate in the workforce while supporting holistic child development. Alongside partnerships with the Gopalakrishnan Foundation for the Deaf (Yunikee), these efforts strengthen skills, foster self-reliance, and drive inclusive socio-economic progress.

CASE STUDY

COWE Initiative

Advancing Early Childhood Education and Women's Livelihoods through Aveksha

We support the Confederation of Women Entrepreneurs (COWE) through the Aveksha Day Care initiative, which promotes early childhood development and women's economic empowerment. Supported by My Home Group, Aveksha operates daycare centres at the My Home Labour Colony, providing a safe, nurturing, and learning-focused environment for children from underserved communities.

Through structured activities, play-based learning, and attentive care, the initiative supports holistic child development while enabling mothers to pursue employment opportunities, thereby improving household income and financial stability.

During the year, the programme focused on enhancing cognitive skills, communication

abilities, emotional development, and critical thinking among children. Learning activities included identification of numbers, shapes, and colours, storytelling and interactive sessions, and hands-on exercises to strengthen observation and reasoning skills. The initiative also promoted personal hygiene, health awareness, and safety education, including awareness of good and bad touch.

Aveksha's efforts have contributed to improved school readiness, better communication and social skills, and increased confidence and independence among children. At the same time, the initiative plays a crucial role in empowering women by reducing childcare responsibilities and supporting their participation in the workforce.

291
Children enrolled

58%
Average attendance

168
Total attendance

CASE STUDY

Yunikee

Advancing Inclusive Education and Livelihoods for the Deaf Community

We support the Gopalakrishnan Foundation for the Deaf (Yunikee) in promoting inclusive education, skill development, and employment opportunities for the deaf community in India. Through targeted skilling programs, interpreter training, and digital education initiatives, the programme addresses key gaps in accessibility and employability.

During the year, initiatives such as the Bakingo Skilling Program and ISL interpreter training enabled deaf youth to acquire industry-relevant skills in hospitality and media sectors. In parallel, educational ISL video content and awareness workshops improved access to learning and increased understanding of deafness among hearing communities. Advocacy efforts like Accessible Ayodhya and the Purple Dot Project further strengthened inclusion and access to public services.

500

Educational
videos created

200+

Sign language
awareness participants

50+

Kitchen &
hospitality trainees

~500

UDID data
points collected



COMMUNITY WELFARE

We continue to invest in programmes that improve quality of life, support vulnerable groups, and strengthen community resilience. Initiatives such as holistic child-development programmes in labour camps and volunteering drives by employees help address local needs and foster stronger community relationships. Our approach focuses on dignity, inclusion, and long-term well-being for the communities surrounding our project site.



**Sign Language Workshop
for Deaf Children**



Khushii

Key Interventions in FY 2025-26

Education



- Strengthened learning continuity for children in Muchintal through sustained academic support under Shikshaantra PLUS.
- Enhanced foundational and digital learning through curriculum-aligned teaching materials, STEM sessions, and CCT modules delivered across multiple grades.

Health



- Expanded preventive healthcare access through multi-location medical and eye-screening camps for workers and neighbouring communities.
- Delivered health-awareness sessions promoting better hygiene, nutrition, and on-site well-being.

Skill & Child development



- Enabled holistic development and continuous learning for children in labour camps through collaborative programmes with COWE, including academic reinforcement and recreational engagement.
- Advanced inclusive education for deaf children by supporting GFD/Yunikee's initiatives focused on accessible learning content, communication tools, and skill-building.

Community Welfare



- Encouraged active community participation through employee volunteering drives across education, health, and social-support themes.
- Strengthened relationships with local communities through ongoing engagement aimed at enhancing well-being and fostering mutual trust.



Khushii



JIVA Nethra Vidyalaya

Enhancing Customer Wellbeing

Customer wellbeing is addressed through defined design standards, service systems, and post occupancy processes across My Home Constructions' developments. This focus is embedded across the project lifecycle, from design and construction through to occupancy and ongoing operations.

To operationalise these wellbeing measures, we have adopted WELL Health-Safety Rating (HSR) standards at The Skyview and My Home Twitza, integrating health, safety, and comfort considerations into the built environment. In parallel, 24x7 helpdesks and QR-based service applications support timely resolution of customer concerns, often within minutes. Comprehensive post-occupancy support systems operate across residential and commercial developments, with dedicated maintenance support for two years in residential projects and lifelong facility management support in commercial buildings. These structures ensure consistent service delivery, streamlined issue closure, and a positive experience for occupants throughout the lifecycle of the development.

To continuously understand customer expectations, we conduct quarterly customer-satisfaction surveys for all commercial developments. A structured complaint-registration and redressal system ensures timely resolution, with root-cause analysis and monthly reporting to senior management to drive accountability and service improvement. Our emphasis on delivering IGBC/LEED-certified projects further enhances long-term customer satisfaction through superior

indoor air quality, reduced energy and water consumption, and enhanced comfort.

Customer-facing systems are backed by a robust Integrated Management System (IMS) aligned with ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety Management).

My Home Twitza

Customer Satisfaction Score - 4 out of 5



These standards help ensure that all services and deliverables remain safe, reliable, and consistent with established quality and compliance requirements. Quality objectives, KPIs, and non-conformities are monitored through quality control applications, supported by regular audits and corrective actions. Mandatory training for employees and contractors further ensures adherence to quality and safety standards. Through this integrated approach, My Home Constructions consistently enhances customer experience, strengthens trust, and delivers developments that are safe, sustainable, and aligned with our ESG commitments.



ANNEXURE

Abbreviations

A glossary of terms and abbreviations used in the report.

Terms/abbreviations	Glossary
AVP	Associate Vice President
BEE	Bureau of Energy Efficiency
BIM	Building Information Modeling
BOCW Act	Building and Other Construction Workers Act
BOQ	Bill of Quantities
C&D	Construction and Demolition
CII	Confederation of Indian Industry
COWE	Confederation of Women Entrepreneurs
CRA	Climate Risk Assessment
CREDAI	Confederation of Real Estate Developers' Associations of India
CR	Critically Endangered
CSR	Corporate Social Responsibility
DE&I	Diversity, Equity, and Inclusion
DISC	Dominance Influence Steadiness, and Conscientiousness
ECI	Embodied Carbon Intensity
EHS	Environmental, Health and Safety
EIA	Environmental Impact Assessment
EN	Endangered
EPD	Environmental Product Declaration
EPI	Energy Performance Index
ESC	Erosion and Sedimentation Control
ESG	Environmental, Social, and Governance
FY	Financial Year
GBCI	Green Business Certification Inc.
GGBS	Ground Granulated Blast Furnace Slag
GHG	Greenhouse Gas
GJ	Giga Joule
GPTW	Great Place to Work
GRESB	Global Real Estate Sustainability Benchmark

GRI	Global Reporting Initiative
GWP	Global Warming Potential
HCFC	Hydrochlorofluorocarbon
HCM	Human Capital Management
HDPL	Hyma Developers Private Limited
HR	Human Resources
HSE	Health, Safety and Environment
HIRA	Hazard Identification and Risk Assessment
HVAC	Heating, Ventilation, and Air Conditioning
IGBC	Indian Green Building Council
IGBC AP Training	IGBC Accredited Professional Training
IINA	ISDA Infracon National Awards
IMS	Integrated Management System
IPCC	Intergovernmental Panel on Climate Change
ISDA	Infrastructure Skill Development Academy
ISO	International Organization for Standardization
IT	Information Technology
IUCN	International Union for Conservation of Nature
IWBI	International WELL Building Institute
IoT	Internet of Things
JNAN	Internal Knowledge Portal
KPIs	Key Performance Indicators
LBC	Living Building Challenge
LCA	Life Cycle Assessment
LC	Least Concern
LEED	Leadership in Energy and Environmental Design
LEED BD+C	Leadership in Energy and Environmental Design: Building Design and Construction
LEED O+M	Leadership in Energy and Environmental Design: Operations and Maintenance
LTI	Lost Time Injury
MBR	Membrane Bioreactor
MEP	Mechanical, Electrical, and Plumbing
MHCPL	My Home Constructions Private Limited
MHD	My Home Design
MHIPL	My Home Infrastructure Private Limited

MHLDP	My Home Leadership Development Program
MHPSPL	My Home Power Consultancy Services Pvt Ltd
MoEFCC	Ministry of Environment, Forest and Climate Change
MSME	Micro, Small, and Medium Enterprises
MT	Metric Tonne
NBC	National Building Code
NGFS	Network for Greening the Financial System
NT	Near Threatened
OHS	Occupational Health & Safety
OHSMS	Occupational Health and Safety Management System
OSHA	Occupational Safety and Health Administration
PCB	Pollution Control Board
PPE	Personal Protective Equipment
POSH	Prevention of Sexual Harassment
RERA	Real Estate (Regulation and Development) Act
RMC	Ready Mix Concrete
RRR	Reduce, Reuse, Recycle
SDG	Sustainable Development Goal
SPOCs	Single Point of Contact
SRI	Solar Reflective Index
STEM	Science, Technology, Engineering, and Mathematics
STP	Sewage Treatment Plant
TBT	Toolbox Talks
TREDA	Telangana Real Estate Developers' Association
TSECBC	Telangana Energy Conservation Building Code
TTPL	Tellapur Technocity Private Limited
UK	United Kingdom
UNSDGs	United Nations Sustainable Development Goals
VRF	Variable Refrigerant Flow
VRV	Variable Refrigerant Volume
VFD	Variable Frequency Drive
VOCs	Volatile Organic Compounds
VU	Vulnerable
WBLCA	Whole Building Life Cycle Assessment

GRI Index

A list of GRI Standards used, cross-referenced to the sections in the report.

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