



PNC Infratech Limited

An ISO 9001 : 2015 Certified Company

Ref No: PNC/SE/45/25-26

Date: 6.9.2025

To,
The Manager
Department of Corporate Services
BSE Limited
Floor 25, P.J. Towers,
Dalal Street, Mumbai-400 001
Scrip code:539150

To,
The Manager
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai-400 051
NSE Symbol: PNCINFRA

Dear Sir,

Sub: Notice of 26th Annual General Meeting and Annual Report for the Financial Year 2024-25

In continuation of intimation made on August 13 & 14, 2025 to the Stock Exchanges, this is to inform you that the 26th Annual General Meeting ("AGM") of the Members of the Company will be held on **Monday, September 29, 2025 at 11:30 A.M. (IST)** through Video Conference (VC) / Other Audio-Visual Means (OAVM) in accordance with the applicable circulars issued by the Ministry of Corporate Affairs ("MCA") and the Securities and Exchange Board of India ("SEBI") to transact the businesses as listed in the Notice of the AGM without the physical presence of the Shareholders at a common venue.

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, ('SEBI LODR Regulations'), 2015, Annual Report for the Financial Year 2024- 25, including the Business Responsibility and Sustainability Report and the Notice of the AGM being sent to the Members through electronic mode to all those Members of the Company whose email addresses are registered with the Company's Registrar and Transfer Agent/ Depository Participants and further, in Compliance with Regulation 36 (1) (b) of the ('SEBI LODR Regulations'), 2015 as amended, the web-link, including the exact path, where complete details of the Annual Report are available is being sent to those member(s) who have not registered their email address(es) either with the Company or with any Depository or with Registrar & Share Transfer Agent (RTA) of the Company.

The Annual Report containing the Notice of the AGM and the Business Responsibility and Sustainability Report is also being made available and can be accessed/ downloaded from the Company's website at www.pncinfratech.com.

This is for information and record.

Thanking you,

For PNC Infratech Limited

Tapan Jain
Company Secretary & Compliance Officer
M. No.: A22603



Corporate Office : PNC Tower,
3/22-D, Civil Lines, Bypass Road,
NH-2, Agra-282002

Tel. : 91-562-4054400 (30 Lines)
91-562-4070000 (30 Lines)

Fax : 91-562-4070011

Email : ho@pncinfratech.com

Regd. Office : NBCC Plaza, Tower II,
4th Floor, Pushp Vihar, Sector-V, Saket
New Delhi--110017 (India)

Tel. : 91-11-29574800 (10 Lines)
91-11-29566511, 64724122

Fax : +91-11-29563844

Email : delhioffice@pncinfratech.com

Web. : www.pncinfratech.com

CIN : L45201DL1999PLC195937

ANNEXURE E BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2024-25
1	Corporate Identity Number (CIN) of the Listed Entity	L45201DL1999PLC195937
2	Name of the Listed Entity	PNC Infratech Limited
3	Year of incorporation	August 09, 1999
4	Registered office address	NBCC Plaza, Tower II, 4th Floor, Pushp Vihar, Sector 5, New Delhi - 110017
5	Corporate address	PNC Tower, 3/22-D, Civil Lines, Agra-Delhi Bypass Road, NH-2 Agra UP 282002 IN
6	E-mail	complianceofficer@pncinfratech.com
7	Telephone	0562 4054400
8	Website	https://www.pncinfratech.com/
9	Financial year for which reporting is being done	April 01, 2024 to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited; and 2. National Stock Exchange of India Limited
11	Paid-up Capital	INR 51,30,78,330/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name- CS Tapan Jain Contact- +91 9997949125 Email ID- tapan@pncinfratech.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction	Construction of Roads & Highways, Water Projects	99.58%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Construction of Roads, Highways, Expressways and Bridges	42101	84.68%
2	Construction of Irrigation & Rural Drinking Water Supply Projects	42204	14.91%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	0	16	16
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	16
International (No. of Countries)	0

b. What is the contribution of exports as a percentage of the total turnover of the entity?

0

c. A brief on types of customers

PNC Infratech Limited is a leading integrated infrastructure solutions provider with expertise across the entire project lifecycle—including investment, design, development, construction, operation, maintenance, and management. The Company has a proven track record of executing complex infrastructure projects across diverse sectors such as highways, expressways, bridges, flyovers, airports, dedicated freight corridors, and drinking water supply systems.

PNC Infratech undertakes projects through multiple implementation models, including Item Rate contracts, Engineering Procurement and Construction (EPC/Design-Build), Build-Operate-Transfer (BOT) under both Toll and Annuity formats, as well as Hybrid Annuity Mode (HAM). Its operations span multiple geographies across India.

The Company serves a broad and prestigious client base, primarily comprising Central and State Government agencies and major infrastructure development authorities. Key clients include the National Highways Authority of India (NHA), Ministry of Road Transport & Highways (MoRTH), Airports Authority of India, Military Engineering Services, Delhi State Industrial and Infrastructure Development Corporation Limited, Madhya Pradesh Road Development Corporation Limited, Uttar Pradesh State Highways Authority, the Uttar Pradesh Expressways Industrial Development Authority, State Water & Sanitation Mission and City and Industrial Development Corporation of Maharashtra Limited (CIDCO) among others.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	6,191	6,173	99.71%	18	0.29%
2	Other than Permanent (E)	1780	1,780	100%	0	0%
3	Total employees (D + E)	7,971	7,953	99.77%	18	0.22%
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	0	0	0	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particular	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	7	0	0%

Note: Total KMP includes the Managing Director and Whole-Time Directors.

22. Turnover rate for permanent employees and workers

Particular	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.58%	39.02%	23.56%	38.11%	25.53%	38.07%	31.24%	3.77%	31.16%
Permanent Workers	0	0	0	0	0	0	0	0	0

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1	MP Highways Private Limited	Subsidiary	100%	NO
2	PNC Kanpur Highways Limited	Subsidiary	100%	NO
3	PNC Infra Holdings Limited	Subsidiary	100%	NO
4	PNC Delhi Industrialinfra Private Limited	Subsidiary	100%	NO
5	PNC Bareilly Nainital Highways Private Limited**	Subsidiary	100%	NO
6	PNC Raebareli Highways Private Limited	Subsidiary	100%	NO
7	PNC Kanpur Ayodhya Tollways Private Limited	Subsidiary	100%	NO
8	PNC Rajasthan Highways Private Limited*	Subsidiary	100%	NO
9	PNC Bundelkhand Highways Private Limited*	Subsidiary	100%	NO
10	PNC Chitradurga Highways Private Limited*	Subsidiary	100%	NO
11	PNC Khajuraho Highways Private Limited*	Subsidiary	100%	NO
12	PNC Triveni Sangam Highways Private Limited*	Subsidiary	100%	NO
13	PNC Aligarh Highways Private Limited*	Subsidiary	100%	NO
14	PNC Challakere (Karnataka) Highways Private Limited**	Subsidiary	100%	NO

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
15	PNC Unnao Highways Private Limited*	Subsidiary	100%	NO
16	PNC Gomti Highways Private Limited*	Subsidiary	100%	NO
17	PNC Bithur Kanpur Highways Private Limited*	Subsidiary	100%	NO
18	PNC Meerut Haridwar Highways Private Limited*	Subsidiary	100%	NO
19	Kanpur Lucknow Expressway Private Limited	Subsidiary	100%	NO
20	Hardoi Highways Private Limited	Subsidiary	100%	NO
21	Awadh Expressway Private Limited	Subsidiary	100%	NO
22	Sonauli Gorakhpur Highways Private Limited	Subsidiary	100%	NO
23	Akkalkot Highways Private Limited	Subsidiary	100%	NO
24	Yamuna Highways Private Limited	Subsidiary	100%	NO
25	Hathras Highways Private Limited	Subsidiary	100%	NO
26	Varanasi Kolkata Highway Package 2 Private Limited	Subsidiary	100%	NO
27	Varanasi Kolkata Highway Package 3 Private Limited	Subsidiary	100%	NO
28	Varanasi Kolkata Highway Package 6 Private Limited	Subsidiary	100%	NO
29	Prayagraj Kaushambi Highway Package 3 Private Limited	Subsidiary	100%	NO
30	Western Bhopal Bypass Private Limited	Subsidiary	100%	NO
31	PNC Aakshya Joint Venture Private Limited	Subsidiary	90%	NO

* The Company concluded the Sale of Equity Stake in Ten (10) of the Company's Road Assets as on 21st/22nd May 2025 hence, ceased to be subsidiary of the Company w.e.f. May 21, 2025;

**The sale process of equity in the remaining two (2) assets, viz. PNC Bareilly Nainital Highways Private Limited (BOT Toll Project) and PNC Challakere (Karnataka) Highways Private Limited (HAM Project) is expected to be completed in the H1 of FY 2025-26 upon completion of the respective Conditions Precedent for these two assets.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

a. Turnover (in ₹)	55,13,12,37,654
b. Net worth (in ₹)	54,75,02,04,796

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes	10	0	NA	20	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	Yes	0	0	NA	0	0	NA

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.pncinfratech.com/pdfs/grievance-redressal-policy.pdf
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate change	R	The pressing issue of climate change has underscored the necessity to enhance the resilience of urban regions. Many infrastructures and public areas weren't planned to cope with the environmental challenges we currently face, including severe weather conditions, air pollution, energy deficits, and water scarcity. Tackling climate change demands the expansion of innovative solutions in areas such as energy, efficiency, material use, and beyond. Government policies are catalyzing a shift towards eco-friendly construction. The climate action agenda presents commercial opportunities that empower us to aid in climate change adaptation and reduction.	As an organization, we recognize the imperative to address carbon emissions as a risk. We are committed to adopting proactive measures, including investing in clean technologies, optimizing energy efficiency, and promoting sustainable practices. By taking decisive action, we aim to mitigate our carbon footprint and contribute to a greener, low-carbon future.	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Potential alterations brought on by climate change, such as regulatory modifications, shifts in consumer preferences, and other substantial changes in the Company's operational context, could also significantly affect the business and poses a risk.		
2	Circularity, including materials and resources efficiency	R	The Company is in construction business and the disruption in operations could have the risk of creating an adverse economic impact. The link between circular flows and climate emissions is clear, and increasing circular material flows could help reduce climate impact. Circularity and resource efficiency are linked to operational efficiency and reduced environmental impact.	The Company may adopt measures that promote circular practices, such as utilizing recycled materials, implementing efficient waste management, and prioritizing resource conservation. By embracing circularity, we aim to minimize environmental impact and contribute to a sustainable construction industry.	Negative
3	Occupational health and safety	R	The Group is engaged in executing potentially hazardous projects that necessitate ongoing supervision and administration of health and safety risks. Neglecting to handle these risks could lead to serious consequences, such as causing fatal or life-altering injuries to our employees, subcontractors, external individuals, or the general public. Additionally, it could expose us to the possibility of legal action, substantial penalties, disqualification from tender participation, and damage to our reputation.	We have implemented comprehensive risk mitigation measures to ensure occupational health and safety. These include regular safety training programs, strict adherence to safety protocols, regular inspections. We prioritize the use of personal protective equipment (PPE), conduct risk assessments, and promote a culture of proactive reporting and continuous improvement.	Negative
4	Corporate Governance and Business Ethics	R	Failure to adhere to the Code of Ethics may result from a lack of adherence to a risk compliance approach; an absence of a suitable corporate culture; a deficient training program and compliance monitoring; lack of a robust testing and monitoring regime; inadequate whistleblowing procedures and a lack of awareness about these channels across the organization; or deliberate or negligent noncompliance. Non-compliance with the Code of Ethics can leave the Group vulnerable to incidents of bribery and corruption,	At our organization, we have robust policies and procedures in place to ensure effective risk mitigation and promote sound governance and business ethics. We adhere to strict regulatory standards, conduct regular audits, and maintain a strong compliance framework. Our employees are educated on ethical practices, and we foster a culture of transparency, accountability, and integrity	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>fraud, deception, false declarations or falsified accounting, unfair competitive practices, and violations of human rights such as child labor, illegal labor, etc.</p> <p>Such failures could trigger legal investigations or disputes, causing business disruptions, financial losses, hefty fines and penalties, reputational harm, and exclusion from future opportunities.</p>	<p>across all levels of our organization.</p>	
5	Human Rights & Labor Conditions	R	<p>Companies need to ensure that they are not indirectly involved in human rights abuses. Violations like poor working conditions, modern slavery, child labor, or environmental infractions at work locations/sites or by subcontractors or suppliers in our supply chain can inflict harm on individuals and the environment.</p> <p>Such transgressions can lead to reputational damage, a loss of trust in the Company's responsibility, and can result in fines, penalties, civil litigation, and criminal prosecution. It is essential for businesses to respect and support the principles of freedom of association and the effective recognition of the right to collective bargaining. Furthermore, businesses must actively work towards eliminating all forms of forced and compulsory labor.</p>	<p>We prioritize human rights and labor conditions by implementing comprehensive policies and practices that mitigate risks. Our organization strictly adheres to regulatory compliances and labor standards. We promote fair treatment, non-discrimination, safe working conditions, and provide appropriate training and support to our employees, ensuring their rights and wellbeing are upheld.</p>	Negative
6	Supply chain management	R	<p>As a responsible business, it entails conducting operations in a fair and ethical manner, prioritizing integrity in decision making, and establishing trust as a reliable partner within the supply chain. Sustainable supply chains are crucial in ensuring safe and equitable conditions for all stakeholders. Any disruptions or shortages of materials and labor can lead to both financial and nonfinancial repercussions, such as environmental or safety incidents, violations of human rights within the supply chain, compromised ability</p>	<p>We have implemented various risk mitigation measures in our supply chain management to ensure operational efficiency. This includes establishing reliable supplier networks, and maintaining strong relationships. We have streamlined processes for timely supplies and inventory management, ensuring uninterrupted operations.</p>	Negative

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			to meet customer expectations and project commitments, damage to reputation due to suppliers and subcontractors acting contrary to the Company's values, and potential fines, penalties, and lawsuits.		
7	Waste & Hazardous Materials Management	R	One of the key areas of focus is the advancement of a circular model that emphasizes the reduction and optimization of material usage, as well as effective waste management. By optimizing resources, businesses can enhance operational and financial efficiency while simultaneously minimizing waste generation. Neglecting proper waste management practices can lead to inefficient utilization of raw materials and an escalation in production costs.	We prioritize proper waste management practices to mitigate risks associated with waste and materials management. Our organization has implemented protocols for the storage, handling, and disposal of waste. We ensure compliance with all applicable regulations and industry best practices.	Negative
8	Water usage and management	R/O	<p>Risk: Water plays a vital role in construction activities and has significant implications for the environment throughout its extraction, usage, and discharge processes. Given the growing strain on water resources and the imperative to protect the natural environment, effective control and management of water resources have become crucial. Thus, it is essential to encourage the responsible and efficient use of water, along with the development of infrastructure that promotes its conservation in a sustainable and environmentally-friendly manner. Identifying and mitigating water-related risks, as well as implementing responsible management procedures, are necessary steps towards achieving these goals.</p> <p>Opportunity: Implementing effective water usage and management practices not only reduces costs but also mitigates the adverse effects of groundwater depletion and water pollution.</p>	We understand the importance of water management and subsequently, the Company shall put in efforts for efficient water conservation techniques, monitor water consumption and to identify areas for improvement. Additionally, ensure compliance with environmental standards and minimizing water-related risks.	Negative/Positive

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			By optimizing water utilization, businesses can achieve cost savings while simultaneously minimizing their contribution to the depletion of groundwater sources and pollution of water bodies.		
9	Quality of Products and Project delivery	O	Quality serves as a crucial competitive advantage in the construction sector, which requires high levels of technical sophistication. Organizations must adhere to quality standards to effectively identify and fulfill customer needs and priorities. Failure to meet quality expectations or encountering issues related to customer health and safety can pose potential risks, including a decline in sales and damage to reputation.	N.A.	Positive
10	Customer Experience & Satisfaction	R	Establishing collaborative and enduring relationships with customers is the cornerstone of achieving success. The presence of customers and their acceptance of a business proposition are vital for its survival and sustainability. Any decline or cessation in customer demand can negatively impact the Company's revenue and profitability. Aligning delivery objectives with those of the customer is essential in ensuring favorable outcomes and maintaining customer satisfaction.	We prioritize risk mitigation in customer experience and satisfaction by ensuring the quality of our services. We closely align our processes and deliverables with customer expectations, striving for excellence in every aspect. We take proactive measures to address any issues promptly, provide timely and transparent communication, and make efforts towards early project delivery, all with the aim of exceeding customer satisfaction and building long-lasting relationships.	Negative
11	Employee Engagement	O	Maintaining employee satisfaction is critical and a key aspect within a company's sphere of influence to sustain its capabilities. A team of talented and engaged employees, dedicated to upholding the Company's values, plays a crucial role in delivering on long-term strategies, achieving success, and effectively executing exciting projects while cultivating a positive work environment.	N.A.	Positive

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Community Engagement	O	The individuals directly or indirectly associated with the Company are valuable stakeholders. To foster a sustainable and mutually beneficial relationship with the community, organizations must adopt a collaborative approach guided by a clear vision. By actively listening to the needs of the community and leveraging the core business, companies can develop solutions that generate positive social impact.	N.A.	Positive
13	Environmental management and protection of biodiversity	R	Companies share a reciprocal relationship with the natural environment, relying on its resources while also having an impact on it. Consequently, it is imperative for companies to prioritize the mitigation of biodiversity and natural resource impacts throughout their projects and operations. Assessing ecosystem services that directly affect the Company is essential. Protecting and conserving biodiversity has emerged as a significant environmental challenge for businesses.	We shall adopt the following measures for environmental management and protection of biodiversity. Mitigation measures will encompass sustainable land use practices, Conservation efforts, pollution reduction, and the adoption of renewable energy sources.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)								
	b	Has the policy been approved by the Board? (Yes/No/NA)								
	c	Web Link of the Policies, if available https://www.pncinfratech.com/pdfs/brsr-policy.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)									
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)									

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001: 2015							ISO 9001: 2015
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Nil								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								

Governance, leadership and oversight

7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As an organization, we are committed to building strong, lasting relationships with clients and partners, as collaboration drives innovation and shared success. Operational efficiency, quality excellence, and a competitive edge remain central to our approach. To sustain growth, we continuously strengthen systems and processes through strategic investments in infrastructure and advanced technologies, ensuring streamlined operations and improved efficiency.

Sustainability, responsibility, and people are at the core of our values. We integrate eco-friendly practices to reduce our footprint, foster a safe and inclusive workplace, and actively contribute to community development through CSR initiatives. By working together, we aim to create a positive, lasting impact and build a more sustainable future.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

DIN : 00086768

Name : Mr Chakresh Kumar Jain

Designation: Managing Director (Executive)

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

Yes

If Yes please provide details

Risk Management Committee

The committee constitution is as follows-

1 Mr Chakresh Kumar Jain, Chairman, Executive Director (DIN-00086768)

2 Mr Gauri Shankar, Member, Non-executive director (DIN-06764026)

3 Mr Krishan Kumar Jalan, Member, Non-executive director (DIN-01767702)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Sr. No	Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
10	Details of Review of NGRBCs by the Company									
	a Performance against above policies and follow up action	Committee of the Board								
	b Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								
	Subject for Review	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
	a Performance against above policies and follow up action	Annually								
	b Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No
	If yes, provide name of the agency.	NA								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the principles during the financial year.

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	2	<ul style="list-style-type: none"> Awareness programs on amendments in Companies Act, 2013 and SEBI Regulations 	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
		<ul style="list-style-type: none"> Familiarization Program on periodically basis to provide an opportunity to Independent Directors to interact with Senior Management and help them to understand the Companies strategy, business model, operations and all other areas and relevant issues. 	
Key Managerial Personnel	2	Awareness programs on amendments in Companies Act, 2013 and SEBI Regulations	100%
Employees other than BOD and KMPs	490	Fire Safety Drill, Safety Awareness, waste management practice, Environmental management, ISO, SAP(FICO, MM, PP, P&M) and other operational topics	0.018%
Workers	0	-	0

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil		Nil
Punishment	Nil	Nil	Nil		Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	NA

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

The Policy namely Corruption Prevention System sets out the responsibility of the Company's as well as its Subsidiaries' stakeholders to comply with laws against Corruption and to give effect to the objective of the Company including its Subsidiaries, which clearly sets out the Company's 'zero tolerance' approach towards Corruption. The purpose this Policy is to recognize and deal with ethical issues and to provide mechanisms to report unethical conduct and to develop a culture of honesty and accountability.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<https://www.pncinftratech.com/pdfs/corruption-prevention-system-2025.pdf>

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particular	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	NA	NA

6. Details of complaints with regard to conflict of interest:

Case Details	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	80	51

Note: The Company has revised its calculation methodology to better align with best practices, including the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. Hence, previous year figures are not directly comparable.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.91%	9.86 %
	b. Number of trading houses where purchases are made from	2	3
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	0	0%
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.90%	1.76%
	b. Sales (Sales to related parties / Total Sales)	0.0003%	0.0029%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments	100%	100%

Note: The numbers for previous year FY 2023-24 have been restated based on the updated methodology.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Sr. No.	Particular	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	0	0	NA
2	Capex	0	0	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No

b. If yes, what percentage of inputs were sourced sustainably?

NA

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a)	Plastics (including packaging)	The Company is not reclaiming products for reusing, recycling and disposing at the end of life.
(b)	E-waste	
(c)	Hazardous waste	
(d)	other waste	

4. a. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)

No

b. If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Not Applicable

c. If not, provide steps taken to address the same

Not Applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	6,173	1,028	17%	6,160	100%	0	0%	1,028	17%	0	0%
Female	18	10	56%	8	44%	10	56%	0	0%	0	0%
Total	6,191	1,038	16.77%	6,168	99.628%	10	0.16%	1,028	16.60%	0	0%
Other than permanent employees											
Male	1,780	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1,780	0	0%	0	0%	0	0%	0	0%	0	0%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

1. b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other than permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the Company	0.02%	0.01%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	0	Yes	98%	0	Yes
Gratuity	100%	0	Yes	100%	0	Yes
ESI	10.98%	0	Yes	11.84%	0	Yes
Others – please specify						

Note : All eligible employees and workers are covered as per the applicable law.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? Yes

If not, whether any steps are being taken by the entity in this regard.

Our organization is firmly committed to the principle of non-discrimination and providing equal opportunities for all employees. We actively support employees with disabilities, ensuring they have the necessary resources and accommodations to perform their roles effectively. Our goal is to cultivate an inclusive workplace where every individual can fully participate and contribute, regardless of any physical or cognitive challenges

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

The Company has an equal opportunity policy as part of its BRSR policy that can be accessed at <https://www.pncinfratech.com/pdfs/brsr-policy.pdf>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

As an organization, we strongly believe in and actively practice the values of equal opportunity.

Our commitment to fairness, non-discrimination, and inclusivity remains unwavering. We strive to create an environment where everyone is treated with respect and given equal opportunities to thrive and succeed.

5. Return to work and Retention rates of permanent employees and workers that took parental leave

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0%	0	0	0
Female	0%	0	0	0
Total	0	0	0	0

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/ No	If Yes, then give details of the mechanism in brief
Permanent Workers	N.A.	Not applicable
Other than Permanent Workers	N.A.	Not applicable
Permanent Employees	Yes	At PNC, the well-being and satisfaction of our employees are paramount.
Other than Permanent Employees	Yes	To ensure their concerns are addressed effectively, we have implemented a centralized grievance redressal system, with all employee grievances directed to our Human Resources department at the corporate head office. This centralized mechanism promotes consistency, transparency, and fairness in grievance handling across the organization. Our experienced HR professionals are equipped to manage issues promptly, confidentially, and with empathy. Beyond resolving individual concerns, this structured approach enables us to identify patterns and recurring challenges, allowing us to take proactive steps to prevent future issues and continuously improve the overall employee experience.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	6,191	0	0%	7,888	0	0%
Male	6,173	0	0%	7,865	0	0%
Female	18	0	0%	23	0	0%
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (C/D)
Employees										
Male	7,953	7,825	98.39%	7,850	98.70%	8,822	8,556	96.98	8,439	95.65
Female	18	18	100%	18	100%	23	23	100	23	100
Total	7,971	7,843	98.39%	7,868	98.71%	8,845	8,579	96.99	8,462	95.66
Workers										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

Note: Disclosure is provided only for 'permanent' and 'other than permanent' employees.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	7,953	7,953	100%	8822	8822	100%
Female	18	18	100%	23	23	100%
Total	7,971	7,971	100%	8845	8845	100%
Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Total	0	0	0	0	0	0

Note: Disclosure is provided only for 'permanent' and 'other than permanent' employees.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If Yes, the Coverage such systems?

PNC has integrated an occupational health and safety management system into its operations to promote a safe and secure working environment for its employees. The Company regularly carries out safety inspections and internal audits to identify potential hazards and risks, enabling the implementation of proactive measures to mitigate or minimize them effectively.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Our company has implemented a structured risk management framework designed to identify and control hazards across construction sites, manufacturing units, industrial facilities, and office environments. Key stakeholders—including project engineers, supervisors, and team members—are actively involved in thorough risk monitoring activities. This collaborative approach ensures a holistic and effective strategy for risk management, reinforcing our commitment to maintaining a safe and secure workplace

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) Yes

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

11. Details of safety related incidents, in the following format :

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.94	0.28
	Workers	0	0
Total recordable work-related injuries	Employees	14	6
	Workers	0	0
No. of fatalities	Employees	3	5
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

At PNC Infratech, we recognize that the health and safety of our workforce have a direct impact on our internal stakeholders and the overall execution of our projects. As such, we place the highest priority on fostering a safe and healthy work environment. We proactively identify and monitor potential gaps, conduct regular assessments, and take timely corrective actions to safeguard employee well-being and ensure the successful delivery of our projects

13. Number of Complaints on the following made by employees and workers:

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

PNC Infratech, a prominent infrastructure and construction company in India, defines stakeholders as individuals or groups that can influence the Company's objectives or be impacted by its operations. Numerous stakeholders play a role in shaping—or are affected by—PNC's strategic decisions and activities.

The process of identifying these stakeholders has been carefully undertaken by senior management, in consultation with the Board and various departments. Stakeholders are selected based on their relevance and potential impact on the Company's operations, covering both internal and external groups. Many of these stakeholders engage with the organization regularly, including through day-to-day interactions.

Key stakeholders include employees, workers, and investors, among others integral to the Company's ecosystem.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	A full range of communications channels, both digital and in person. <ul style="list-style-type: none"> Website and Public reports Intranet Workplace surveys Corporate communications Meetings Notice Board 	On-going	<ul style="list-style-type: none"> Promoting integrity, professionalism and respect Ensuring equal opportunities, diversity and inclusion Promoting culture and corporate values Ensuring highest levels of occupational health and safety Respect for Human Rights Training and Development
Customers	No	<ul style="list-style-type: none"> Website Corporate Emails Social networks Press releases In person meetings Media and advertisements 	Frequent and need based	<ul style="list-style-type: none"> Addressing queries, complaints and concerns of customers Ensuring the best technical and economic solutions Building stable, honest and trusted relationships Anticipating and tracking customer needs
Shareholders and Investors	No	<ul style="list-style-type: none"> Annual Reports Newspaper advertisement Shareholders' Meeting Investors section on the website Investor Relation Dept/Investor meetings/calls/conferences - press releases 	Need based and Quarterly calls	<ul style="list-style-type: none"> Updates on company's annual and quarterly performance Addressing queries and concerns of shareholders Information transparency Promotion of informed participation of Shareholders Statutory Approvals
Suppliers/ Contractors and Strategic Partners	No	<ul style="list-style-type: none"> Website and public reports Periodic Meetings 	Frequent and need based	<ul style="list-style-type: none"> To ensure objective and impartial treatment in the selection of suppliers and contractors. Responsible and sustainable management of the supply chain. Compliance with supplier and subcontractor management rules and systems

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory Bodies	No	<ul style="list-style-type: none"> E-mails Official Communication/letters Representations, meetings Participation in forums and events etc. 	Frequent and need based	<ul style="list-style-type: none"> Promoting fairness in relationships by fostering equitable competition and responsible utilization of public resources to uphold integrity and transparency Compliance / approvals / permissions, etc. Regulatory filings Updates on company's business
Local Communities	No	<ul style="list-style-type: none"> Directly or through CSR implementation agency Website/public reports Press Articles and Social Network 	Need based	<ul style="list-style-type: none"> To promote economic and social development To advance the business and its sustainability To enhance the Company's prestige and reputation To uphold social responsibilities in areas such as animal welfare, healthcare, poverty and malnutrition, environment sustainability, education, art and culture, sports culture etc.

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	6,191	6,191	100%	7,888	7,888	100 %
Other than permanent	1,780	1,780	100%	957	957	100 %
Total Employees	7,971	7,971	100%	8,845	8,845	100 %

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

Benefits	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	0	0	0	0	0	0

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	6173	0	0	6173	100%	7865	0	0	7865	100%
Female	18	0	0	18	100%	23	0	0	23	100%
Total	6191	0	0	6191	100%	7888	0	0	7888	100%
Other than Permanent										
Male	1780	0	0	1780	100%	957	0	0	957	100%
Female	0	0	0	0	0	0	0	0	0	0%
Total	1780	0	0	1780	100%	957	0	0	957	100%
Workers										
Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BOD)	5*	31,27,833	0***	0
Key Managerial Personnel	7**	10,46,000	0	0
Employees other than BOD and KMP	6,166	23,300	18	45,000
Workers	0	NA	0	N.A

*Here, the Board of Directors includes only Executive Directors, as the other members are Independent Directors who receive only sitting fees.

**KMP includes the Managing Director, Whole-Time Director, Company Secretary and Chief Financial Officer.

***We have one female Independent Director who receives only sitting fees.

Note: Remuneration includes only the basic salary and the median is calculated based on the monthly salary only.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	0.50%	0.56%

*includes wage cost of both permanent and other than permanent employees.

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

Yes

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**

In our organization, we prioritize upholding human rights values and ensuring their protection. If any individual encounters a human rights-related issue, they can directly contact the Head of Department, respective site/project manager, or designated personnel. We are committed to promptly addressing such concerns and taking necessary actions to safeguard human rights within our organization and its operations.

6. **Number of Complaints on the following made by employees and workers:**

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced Labor / Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

7. **Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. **Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

To safeguard the well-being and rights of complainants, our organization has instituted clear policies and procedures aimed at preventing any adverse consequences in cases of discrimination or harassment. We have established a Vigil Mechanism (Whistleblower Policy) that provides a secure and confidential channel for employees and directors to report genuine concerns related to unethical conduct, suspected fraud, or breaches of our Code of Conduct and company policies. This mechanism ensures individuals can raise issues without fear of retaliation, fostering a safe, transparent, and accountable work environment for all stakeholders

9. **Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)**

Yes, the business agreements and contracts of the Company contain clauses on human rights requirements

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	0%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

As of now, there were no reported incidents of human rights breach across all the project sites of the Company. There were no reported instances of child labor, sexual harassment or discrimination at workplace

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	24,487.26	35,968.62
Total fuel consumption (E)	26,98,167.66	24,88,986.40
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	27,22,654.92	25,24,955.02
Total energy consumed (A+B+C+D+E+F)	27,22,654.92	25,24,955.02
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000493850	0.0000328
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0010202936	0.0006631
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Construction in KM)	7,444.0325813933	6,722.46

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

If yes, name of the external agency.

N.A.

Note: The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2024-25, which is 20.66.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

No

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	3,73,278	3,87,835
(ii) Groundwater	33,59,500	34,90,516
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	37,32,778	38,78,351
Total volume of water consumption (in kiloliters)	37,32,778	38,78,351
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000677071	0.0000504
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0013988294	0.0010186
Water intensity in terms of physical output [Total water consumption (in KL) / Construction in KM]	10,205.8181818182	10,325.75

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) No

If yes, name of the external agency.

N.A.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	37,32,778	38,78,351
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	37,32,778	38,78,351

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

If yes, name of the external agency.

N.A.

Note: Water used at PNC is discharged into the community sewage, hence withdrawal, discharge and consumption are reported same.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Not Applicable

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tons/year	38.10	27.30
SOx	Tons/year	7.33	5.25
Particulate matter (PM)	Tons/year	12.02	8.61
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)		0	0
Hazardous air pollutants (HAP)		0	0
Others – please specify		0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

Not Applicable

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,14,342.13	1,58,772.54
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,945.07	7,153.76
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]		0.0000039775	0.0000022
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]		0.0000821762	0.0000436
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Construction in KM]		599.5548598770	441.76

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

Not Applicable

Note: Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 19 has been used for the purpose of GHG Emissions calculations.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

No

If Yes, then provide details.

Not Applicable

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	39.53	83.26
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	2049.60	4,117.50
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (G)	0	0
Other Non-hazardous waste generated (H)	0	0
Total (A+B + C + D + E + F + G + H)	2089.13	4,200.76
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000379	0.0000000545
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000007829	0.0000002637
Waste intensity in terms of physical output Total waste generated (in MT) / Construction in KM	5.7119070403	13.9662211583

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	0	0
(ii) Re-used	39.53	83.26
(iii) Other recovery operations	0	0
Total	39.53	83.26

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	2049.60	4,117.50
Total	2049.60	4,117.50

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

If yes, name of the external agency.

Not Applicable

Note: The waste numbers for previous year FY 2023-24 have been restated based on the updated methodology.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Hazardous waste and chemicals are stored as per Hazardous and other Wastes (Management & Trans boundary Movement) Rules, 2016 & Manufacture, Storage and import of Hazardous Chemical Rules, 1989.

Hazardous waste/chemical is segregated from other waste in a separate room include stored in containers with sealed to prevent leakage or spillage & also with labelled with hazardous chemical waste tags. Most of the waste are reused at project site & sold to the authorized vendor for recycle & provide to all employee regarding proper, storage, handing of hazardous waste & chemicals.

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any
---------	--------------------------------	--------------------	---	--

Not Applicable as the Company has no operations/ offices in/ around the ecologically sensitive areas.

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-----------------------------------	----------------------	------	---	--	-------------------

Not Applicable as the Company has not conducted any EIA during the reporting period.

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).**

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
--	---------------------------------------	---	---------------------------------

Not applicable

Leadership Indicators

- 5. Does the entity have a business continuity and disaster management plan? (Yes/No)**

Yes

Give details in 100 words/ web link.

The Company operates multiple project sites and ensures that isolated incidents do not impact the project schedule by building in sufficient buffer time. The Company also revises operational procedures wherever practical to prevent issues at one location from affecting others. Additionally, in case of any disaster or force majeure condition at one locations, the Company has other locations from where the work and business can continue. The Company has a policy of making the employees aware of these procedures so that in consultation with the management, critical processes can be quickly restored and work can resume without significant impact.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**

4

- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	National Highway Builders Federation	National
2	Federation of Indian Chamber of Commerce	National
3	Confederation of Indian Industry	National
4	India Infrastructure Forum	National

2. **Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

Not Applicable

Social Impact assessment is not applicable to the Company during FY 2024-25.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
Not Applicable						

Not Applicable

3. **Describe the mechanisms to receive and redress grievances of the community.**

At our organization, we prioritize the resolution of community grievances through a systematic approach. To achieve this, we have framed a grievance redressal policy which can be accessed at <https://www.pncinftratech.com/pdfs/grievanceredressal-policy.pdf>. This structured system allows us to address community grievances promptly, maintain transparency, and work towards fostering a harmonious relationship with the community we serve.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	7.94%	6.88%
Directly from within India	100%	100%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Particular	FY 2024-25	FY 2023-24
Rural	1.01%	0.38%
Semi-urban	12.47%	8.29%
Urban	54.95%	56.18%
Metropolitan	31.58%	35.15%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)

Leadership Indicators

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1	Jharkhand	Ranchi	24,000

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We have set up dedicated channels, including email addresses and helplines, to receive consumer complaints and feedback. Our team promptly reviews and acknowledges each submission, taking appropriate actions to resolve issues efficiently while keeping the consumer informed at every stage of the resolution process.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

3. Number of consumer complaints in respect of the following:

Particular	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

4. Details of instances of product recalls on account of safety issues:

Particular	Number	Reason for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

<https://www.indiamart.com/privacy-policy.html>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

Not Applicable