Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L55209DL2019PLC347492
2.	Name of the Listed Entity	Leela Palaces Hotels & Resorts Limited (formerly known as "Schloss Bangalore Limited")
3.	Year of incorporation	2019
4.	Registered office address	The Leela Palace, Diplomatic Enclave, Africa Avenue, Netaji Nagar, South Delhi, New Delhi, Delhi, 110 023, India
5.	Corporate address	Tower 4, Third Floor, Equinox Business Park, Kurla West, Mumbai 400 070, Maharashtra, India
6.	E-mail	cs@theleela.com
7.	Telephone	+91 22 6901 5454
8.	Website	www.theleela.com
9.	Financial year for which reporting is being done	1st April 2025 – 31st March 2026
10.	Name of the Stock Exchange(s) where shares are listed	• BSE Limited • National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 333,95,78,780/-
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: Jyoti Maheshwari - Company Secretary and Compliance Officer Telephone: +91 22 6901 5454 Email: cs@theleela.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)?

The financial, environmental, social and governance disclosures in this report are presented on a consolidated basis for Leela Palaces Hotels & Resorts Limited. The Business Responsibility and Sustainability Report (BRSR) is in conformity with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations 2015.

The BRSR reporting boundary covers:

- The listed parent company (Leela Palaces Hotels & Resorts Limited)
- Subsidiaries subject to complete operational relevance including key operating subsidiaries such as
  - Schloss Chanakya Private Limited,
  - Schloss Chennai Private Limited,
  - Tulsi Palace Resort Private Limited,
  - Schloss Udaipur Private Limited,
  - Schloss HMA Private Limited and
  - Schloss Gandhinagar Private Limited (only employees)

  Note - Leela Luxe Hotels & Resorts Private Limited acquired The Leela Coorg Forest Sanctuary on 16 March 2026 and thus have not been included in the reporting boundary for this year

14.	Name of assurance provider	TÜV SÜD South Asia Pvt Ltd.
15.	Type of assurance obtained	Limited assurance of BRSR Core and Selective Non-Core indicators

Business Responsibility and Sustainability Report (Contd.)

II. Products and Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Accommodation, Food & Service	Palaces, Hotels and Resorts, Food and Beverage Services provided by the hotels, restaurants, caterers, etc.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Accommodation services	551	50.58%
2	Food and beverage services	561	36.01%
3	Other services	551 & 561	13.41%

III. Operations

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

Location	Number of Hotels	Number of Offices	Total
National	5	2	**6**
International	0	0	**0**

Note 1 - The Leela Palace New Delhi and the Company's Registered Office are located at the same address

Note 2 - In addition to its operating properties, the Company currently has four hotels under development across four locations in India

19. Market Served by the Entity

a. Number of locations

Locations	Number
National (No. of States)	As per the consolidated BRSR reporting boundary, the Company has presence across 7 States and 1 Union Territory in India. • Operating hotels: 6 hotels across 3 States (Tamil Nadu, Karnataka and Rajasthan) and 1 Union Territory (New Delhi) • Other subsidiary companies: located in Uttar Pradesh, Gujarat, Rajasthan and Madhya Pradesh • Corporate Office: Maharashtra • Registered Office: New Delhi
International (No. of Countries)	Nil

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

Not applicable

c. A brief on types of customers

i. **Business Travelers:** The Leela Palaces Hotels & Resorts are preferred by corporate travellers owing to their strategic locations, premium business amenities, seamless connectivity, and efficient service standards that support sustainability and comfort. They can book us through their special contracted rates or the retail rate available online.

ii. **Leisure Travelers:** The Leela Palaces Hotels & Resorts also cater to both domestic and international leisure travellers visiting as individuals, couples or a family and seeking comfortable, safe, and luxurious accommodation, enriched by authentic experiences and destination-led hospitality.

iii. **Event and Conference Attendees:** With well-equipped banquet halls, conference facilities, and professional event management services, The Leela Palace Hotels and Resorts are a preferred choice for corporate events, meetings, exhibitions, and conferences.

iv. **Wedding & Social Events Guests:** The Leela properties are sought-after wedding destinations, offering iconic venues, curated experiences, and end-to-end wedding planning and coordination services for guests and families. Milestone celebrations are also booked at The Leela for guests travelling as groups to celebrate milestone days (Birthdays/Anniversaries etc).

v. **Food and Beverage Patrons:** Leela's restaurants and bars attract hotel guests as well as local residents, offering diverse culinary experiences, signature dining concepts, and high-quality service standards.

vi. **Crew Guests:** Certain Leela Hotels contract with Airlines for their Crew movements. These contracts have rooms committed for stay through the year for the comfort of their Airline Pilots and Crew members.

vii. **Long stay guests:** Our long-stay guests are those staying on long term (10+ nights or more). Their need to travel could include Business projects, relocation needs and/or preferred home for Expatriates.

IV. Employees

20. Details as at the end of Financial Year (FY 2025-26):

a. **Employees and workers (including differently abled:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,007	792	79	215	21
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total Employees (D+E)**	**1,007**	**792**	**79**	**215**	**21**
Workers						
4.	Permanent (F)	1,757	1,305	74	452	26
5.	Other than Permanent (G)	33	23	70	10	30
6.	**Total workers (F+G)**	**1,790**	**1,328**	**74**	**462**	**26**

b. **Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	2	1	50	1	50
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D+E)**	**2**	**1**	**50**	**1**	**50**

Business Responsibility and Sustainability Report (Contd.)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Workers						
4.	Permanent (F)	7	5	71	2	29
5.	Other than permanent (G)	2	2	100	0	0
6.	**Total differently abled workers (F+G)**	**9**	**7**	**78**	**2**	**22**

Note 1 - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section-A Q13

Note 2 - The Leela Coorg Forest Sanctuary has 273 male and 46 females in permanent employee category as on 31st March 2026

21. Participation/Inclusion/Representation of women

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	1	33%

Note - The above information pertains to the Board of Directors (BoDs) and Key Managerial Personnel (KMPs) of our parent listed entity Leela Palaces Hotels & Resorts Limited only

22. Turnover rate for permanent employees and workers (%)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21	30	23	37	52	40			
Permanent Workers	42	51	45	-	-	-			

Note 1 - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section-A Q13

Note 2 - For FY 2024-25 the data reported is as per the categorization of the workforce, which was employed during the period including permanent employees, permanent workers and other than permanent employees and other than permanent workers only. In FY 2025-26, the categorization of workforce has been redefined to permanent employees, permanent workers, and other than permanent workers

Note 3 - FY 2023–24 data has not been reported, as the company's tracking methodology during the period was not aligned with BRSR reporting requirements

V. Holding, Subsidiary and Associate Companies

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

S. 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	Schloss Chanakya Private Limited	Subsidiary	100%	Yes
2.	Schloss Chennai Private Limited	Subsidiary	100%	Yes
3.	Tulsi Palace Resort Private Limited (via Schloss Chanakya Private Limited - Subsidiary Company)	Subsidiary	100%	Yes
4.	Schloss Udaipur Private Limited (via Schloss Chanakya Private Limited - Subsidiary Company)	Subsidiary	100%	Yes
5.	Schloss HMA Private Limited	Subsidiary	100%	Yes
6.	Schloss Gandhinagar Private Limited	Subsidiary	100%	Yes
7.	Leela Agra Resort Limited (formerly known as “Leela Palaces and Resorts Limited”)	Subsidiary	100%	No
8.	Transition Cleantech Services Five Private Limited	Subsidiary	100%	No
9.	Anasvish Tiger Camp Private Limited	Subsidiary	74%	No
10.	Inside India Resorts Private Limited	Subsidiary	51%	No
11.	Buildminds Real Estate Private Limited	Subsidiary	76%	No
12.	Schloss Tadoba Private Limited	Subsidiary	100%	No
13.	Leela Luxe Hotels & Resorts Private Limited	Subsidiary	100%	No
14.	Leela Nirvana Resorts Private Limited	Subsidiary	100%	No
15.	Leela Imperial Suites Private Limited	Subsidiary	100%	No
16.	Leela Essence Hospitality Private Limited	Subsidiary	100%	No
17.	Leela Opulence Hotels Private Limited	Subsidiary	100%	No
18.	Leela BKC Holdings Limited	Joint Venture	50%	No
19.	Lago Vue Srinagar Private Limited (via Leela Palaces and Resorts Limited - Subsidiary Company)	Joint Venture	50%	No
20.	Aries Holdings (DIFC) Limited	Foreign Subsidiary	100%	No

Note - The reporting boundary is defined based on operational control and applicability of the BRSR framework. Accordingly, joint ventures (due to absence of operational control), investment entities (non-operational in nature), and foreign subsidiaries, though wholly owned (limited to Indian entities for BRSR applicability), have been excluded from this disclosure.

Business Responsibility and Sustainability Report (Contd.)

VI. CSR Details

24. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes, Corporate Social Responsibility is applicable for the Company as per section 135 of Companies Act, 2013

(ii) **Turnover (in Million INR):** 4,374.64

(iii) **Net worth (in Million INR):** 90,270.55

Note - Standalone figures are considered for CSR applicability

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	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
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	5	0	NA	0	0	NA
Employees and workers	Yes Whistle Blower Policy & Vigil Mechanism Policy	0	0	NA	0	0	NA
Customers	Yes Guest Feedback	0	0	NA	0	0	NA
Value chain partners	Yes	0	0	NA	0	0	NA
Communities	Yes	0	0	NA	0	0	NA

Business Responsibility and Sustainability Report (Contd.)

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

S. 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 and Emissions	Risk	Climate change presents operational risks for The Leela's hotel operations and guest experience. Rising temperatures and extreme weather events can increase cooling demand and energy consumption across properties, leading to higher operating costs. Climate-related disruptions may also affect destination travel patterns, supply chains, and infrastructure resilience, particularly for palace hotels located in culturally and ecologically significant destinations.	The Leela mitigates climate risks through a structured decarbonisation strategy aligned with its Net Zero 2050 roadmap, with transition to 75% renewable electricity by 2030. The Company is expanding renewable energy adoption, with 20.25 MWp of solar and wind capacity installed, reducing dependence on fossil fuels. Operational initiatives include energy-efficient HVAC systems, cooling tower optimisation, laundry electrification and smart energy monitoring. Targeted actions to reduce fugitive emissions through refrigerant management and cold-room upgrades, along with the transition to EV vehicles and electric boats at The Leela Palace Udaipur, further support emissions reduction. Sustainable design is embedded across the portfolio, with Palace properties achieving IFC EDGE Advanced and IGBC Platinum green building certifications.	Negative
		Opportunity	The transition towards low-carbon operations presents opportunities for The Leela to improve energy efficiency, reduce long-term operating costs, and strengthen resilience to climate risks. Investments in renewable energy, green building infrastructure, and energy-efficient technologies improve asset resilience, lower exposure to future carbon and energy cost volatility, and strengthen regulatory preparedness. It also enhance brand value among environmentally conscious travellers and investors, supporting the Company's positioning as a leader in responsible luxury hospitality.		Positive

Business Responsibility and Sustainability Report (Contd.)

S. 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)
2	Water Management	Risk	Sustainable and reliable access to water is fundamental to The Leela's operations, supporting guest rooms, food and beverage services, laundry operations, cooling systems, swimming pools, and landscape management across its properties. All operating Palace properties are located in regions identified as water-stressed, increasing exposure to supply constraints, regulatory pressures, and rising water procurement costs. Dependence on groundwater, municipal supply, and tanker water may therefore pose risks to operational continuity, cost efficiency, and responsible resource management.	The Leela manages water-related risks through a water stewardship approach focused on efficiency, recycling, and responsible sourcing. All Palace properties operate Sewage Treatment Plants (STPs) that enable treated wastewater to be reused for landscaping, cooling towers, and other non-potable applications, reducing dependence on freshwater sources. Water conservation measures include rainwater harvesting, efficient fixtures, and process optimisation across operations such as laundry and cooling systems. As a member of the Alliance for Water Stewardship (AWS), the Company advances responsible water management practices and strengthens catchment-level water resilience. The Leela has also deployed Digital Paani, a real-time monitoring platform that tracks water consumption and wastewater treatment performance, enabling improved water efficiency and proactive resource management across its properties.	Negative
3	Circular Economy	Opportunity	Advancing circular economy practices enables The Leela to effectively manage diverse waste streams generated across its hotel operations, including food waste, packaging materials, guest amenities, horticulture waste, and discarded linen and furnishings. Improved waste segregation, recycling, and resource recovery help reduce landfill dependency, mitigate environmental impacts on air, water, and soil, and lower waste management costs. These initiatives also support regulatory preparedness while maintaining the aesthetic environment of hotel premises, thereby strengthening brand value and the premium hospitality standards associated with The Leela.	The Leela advances circular economy practices through the 4R principles—Reduce, Reuse, Repurpose, and Recycle—, supported by structured waste segregation, authorised recycling partnerships, and Organic Waste Converters that transform kitchen and horticulture waste into compost for landscaping. All Palace properties are IGBC Net Zero Waste to Landfill certified, reinforcing responsible waste management and landfill diversion. As a signatory to the Global Tourism Plastics Initiative (GTPI), the Company is progressively reducing single-use plastics across guest experiences and operations. Key initiatives include Aujasya by The Leela, which replaces plastic water bottles with in-house purified water served in reusable glass bottles; Tishya amenities packaged in post-consumer recycled (PCR) bottles; wooden key cards replacing plastic alternatives; and biodegradable in-room and bathroom amenities. Floral waste is also upcycled through Phool's Flowercycling™ technology, transforming discarded flowers into value-added products while supporting community livelihoods. Together, these initiatives improve operational efficiency, reduce material and waste management costs, and strengthen long-term business resilience and brand value.	Positive

Business Responsibility and Sustainability Report (Contd.)

S. 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)
4	Sustainable Infrastructure	Opportunity	Applying green building principles across both operating hotels and assets under development enables The Leela to improve energy and water efficiency, reduce long-term operating costs, and enhance resilience to climate-related risks. Sustainable building certifications also strengthen the credibility of the Company's environmental performance and increasingly influence booking preferences among environmentally conscious travellers, while appealing to investors seeking responsible and future-ready hospitality assets.	The Leela integrates sustainability considerations into the design, development, and operations of its hotels through resource-efficient infrastructure and green building standards. Palace properties have achieved IFC EDGE Advanced certification and IGBC Platinum green building certification, reflecting strong performance in energy, water, and material efficiency. Sustainable design practices across operating and upcoming properties include energy-efficient building systems, renewable energy integration, water-efficient technologies, and responsible material selection, supporting long-term operational efficiency and environmental performance.	Positive
5	Workplace Inclusion	Opportunity	An inclusive workplace enables The Leela to attract and retain diverse talent, foster innovation, and strengthen employee engagement in a people-centric hospitality industry. Diverse teams bring varied perspectives that enhance service quality and guest experiences, while inclusive policies and equitable growth opportunities support long-term organisational performance and responsible workplace practices	The Leela promotes an inclusive workplace culture guided by its Equal Opportunity Policy, ensuring fairness, dignity, and respect for all associates. The Company actively advances gender diversity, with increasing representation of women across roles and leadership positions. Initiatives such as "Shefs at The Leela" provide structured training and mentorship to support women pursuing culinary careers in a traditionally underrepresented domain. The Company also creates employment opportunities for persons with disabilities, supports working parents through initiatives such as the Working Mother Dinner programme, and encourages open dialogue through engagement platforms like LeelaListens and leadership forums. Together, these initiatives strengthen belonging, employee wellbeing, and service excellence across The Leela's hotels.	Positive

Business Responsibility and Sustainability Report (Contd.)

S. 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)
6	Human Capital Development	Opportunity	Investing in human capital development enables The Leela to cultivate a skilled and motivated workforce capable of delivering refined luxury hospitality experiences. Guided by the Leela Dharmas and the philosophy of "Atithi Devo Bhava" (the guest is divine), the Company places strong emphasis on nurturing service excellence, empathy, and cultural sensitivity among its associates. Continuous learning and leadership development programmes strengthen employee engagement, build strong internal leadership pipelines, and reinforce The Leela's leadership in delivering timeless luxury hospitality experiences.		Positive
		Risk	The hospitality sector is highly dependent on skilled and service-oriented talent. Inability to attract, develop, and retain qualified associates may affect service quality, operational efficiency, and guest satisfaction. Talent shortages in specialised roles such as chefs, butlers, and hospitality professionals may also increase recruitment costs and create operational disruptions across hotel properties.	The Leela mitigates human capital risks through a structured talent development and engagement framework designed to build service capability and strengthen internal leadership pipelines. Key initiatives include the Leela Leadership Development Programme (LLDP), Leela Executive Accelerated Development (LEAD) Programme, and Supervisory Development Programme (SDP), which develop managerial and frontline talent through structured training, mentoring, and cross-functional exposure. Associates are further supported through comprehensive onboarding programmes such as Aarambh, continuous service excellence training, and specialised capability-building initiatives across departments. Engagement platforms, transparent performance management, and internal mobility programmes such as Leela Pathways help strengthen retention, succession planning, and long-term workforce stability, ensuring a skilled and motivated workforce capable of consistently delivering refined luxury hospitality experiences.	Negative

Business Responsibility and Sustainability Report (Contd.)

S. 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)
7	Health, Safety and Wellness	Risk	Health, safety, and wellbeing risks may arise across The Leela's hotel operations, which involve continuous interaction between associates, guests, and operational environments such as kitchens, housekeeping, engineering, and recreational facilities. Workplace incidents, food safety lapses, or inadequate safety practices could affect employee wellbeing, guest safety, and service continuity. Failure to maintain high standards of workplace safety, hygiene, and wellness may also impact employee engagement and guest trust, potentially affecting the quality of luxury experiences delivered across The Leela's hotels.	The Leela safeguards the health, safety, and wellbeing of associates and guests through a comprehensive framework guided by a Zero Harm philosophy. Occupational health and safety management across properties aligns with ISO 45001 standards, supported by risk assessments, safety audits, and preventive measures such as Hazard Identification and Risk Assessment (HIRA), safety training, and emergency preparedness drills. Employee wellbeing is further supported through on-site health check-ups, fitness and mindfulness sessions, the "Wellness Wednesday" programme, and access to mental health support through the Amaha wellbeing platform, helping foster a safe, healthy, and resilient workforce across The Leela's hotels.	Negative
8	Community Welfare	Opportunity	Active engagement with local communities enables The Leela to create shared value by supporting livelihoods, preserving cultural heritage, and strengthening the social ecosystems that surround its destinations. Initiatives that promote livelihoods, heritage preservation, and environmental stewardship help build resilient communities while fostering long-term relationships with local stakeholders and partners.	The Leela undertakes community initiatives focused on education, livelihood creation, cultural preservation, and environmental stewardship in the regions where it operates. Key programmes include Bal Mitra Gram, which promotes child-friendly and inclusive village development; hospitality skill development initiatives for rural youth; Sea Turtle Conservation programmes supporting coastal biodiversity; and artisan livelihood initiatives such as Threads of Tradition, which promote traditional crafts and women artisan livelihoods. The Leela also collaborates with women-led rural enterprises, including initiatives such as Phool for floral waste upcycling, sourcing tea from Jalinga carbon neutral tea estate, and the procurement of jute laundry bags from Jodhpur Mahila Gram Udyog, where > 70% of the workforce comprises rural women. These collaborations promote circular economy practices, support sustainable agriculture, and create meaningful livelihood opportunities for women in rural communities.	Positive

Business Responsibility and Sustainability Report (Contd.)

S. 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)
9	Human Rights	Risk	Human rights risks may arise across The Leela's hotel operations and extended value chain, particularly in relation to labour practices, contractor and supplier conduct, and interactions with local communities. Given the hospitality sector's reliance on a diverse workforce and multiple service partners, any instances of unfair labour practices, discrimination, or non-compliance with labour standards could affect employee wellbeing, service quality, and operational continuity.	The Leela manages human rights risks through its Human Rights Policy and Equal Opportunity Policy, which uphold fair labour standards and responsible workplace practices across operations. Human rights expectations are extended across the value chain through the Supplier ESG Code of Conduct, supported by supplier engagement and awareness initiatives. Diversity and inclusion programmes, grievance redressal mechanisms, and governance oversight further strengthen accountability and support responsible business conduct across The Leela's operations.	Negative
10	Responsible Supply Chain	Risk	Luxury hospitality operations depend on a diverse supplier network for food and beverage, utilities such as LPG, guest amenities, and other operational supplies. External factors such as geopolitical conflicts, trade disruptions, or energy supply constraints can affect availability and pricing of key resources. In addition, The Leela prioritises sourcing from local producers, artisan communities, women-led enterprises, and MSMEs to support inclusive growth and authentic guest experiences. While this strengthens community engagement, such suppliers may face capacity or scalability constraints, which could affect supply continuity. Limited visibility of ESG risks across suppliers may also contribute to indirect environmental and climate-related impacts within the value chain.	The Leela is strengthening supply chain resilience through diversification of suppliers, identification of critical suppliers, and improved procurement planning for key operational inputs. The Company is also introducing structured supplier engagement and awareness programmes to align partners with quality, sustainability, and ethical sourcing expectations. In parallel, The Leela continues to build long-term partnerships with local producers, artisans, and MSMEs, while encouraging improved operational practices to enhance supply reliability, responsible sourcing, and climate-conscious procurement.	Negative

Business Responsibility and Sustainability Report (Contd.)

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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Process									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Leela codes and polices								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Leela Palaces, Hotels and Resorts follows recognised national and international standards to strengthen quality, environmental performance, and occupational health and safety across its operations. The Company is certified under ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health and Safety). The sustainability commitments are further supported by certifications such as IFC EDGE Advanced and IGBC Net Zero Waste to Landfill – Platinum. The Company is also a member of the Alliance for Water Stewardship (AWS), a signatory to UNEP's Global Tourism Plastics Initiative (GTPI) and Beyond Green and complies with Food Safety and Standards Authority of India (FSSAI) requirements across its hotels.								

Business Responsibility and Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Leela's ESG strategy is anchored in the philosophy of Mindful Luxury and structured around four pillars—Environmental Stewardship, Inclusive Culture, Heritage & Communities, and Responsible Sourcing. Together, these pillars guide our efforts to preserve natural resources, empower our people, celebrate cultural heritage, and build responsible value chains. Aligned with our long-term sustainability commitments, the Company has established the following 2030 Targets: **Environmental Stewardship** • Net Zero emissions by 2050 • Transition to 75% renewable electricity by 2030 • Recycle 50% of wastewater across operations • Achieve Zero Waste to Landfill across properties **Inclusive Culture** • Ensure Zero Harm workplaces for associates and guests • Train 100% of employees on ESG Topics in phased manner **Heritage & Communities** • Positively impact 100,000 community members through community initiatives **Responsible Sourcing & Governance** • 25% women representation on the Board • 100% Board-level committee chairs to be Independent Directors • Suppliers to adhere to the Anti-Bribery & Corruption (ABC) policy and Supplier Code of Conduct • 100% employees to comply with and be trained Anti-Bribery & Corruption (ABC) policy and Leela's Code of Conduct • More than 50% of raw materials to be sourced locally									

Business Responsibility and Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	• Reduced 22% of GHG emissions (Scope 1+ Scope 2) from base year FY 2023-24 • 67% renewable electricity sourced • 40% wastewater recycled • 100% palaces certified IGBC (Platinum) Net Zero Waste to Landfill • Ensured zero fatalities and zero harm at workplace • 30,000+ community members impacted through CSR • 25% women representation on the Board • 100% Board-level committee chairs are Independent Directors • 100% employees comply with and are trained under Anti-Bribery & Corruption (ABC) policy and Leela's Code of Conduct • 59% of raw materials are sourced locally by value								

Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

At The Leela, our philosophy of Mindful Luxury reflects our belief that responsible hospitality must create enduring value for our guests, employees, communities, and the environment. Sustainability is therefore embedded within our strategy, guiding decisions across our Environmental, Social, and Governance (ESG) priorities as we continue to build a resilient and responsible hospitality enterprise.

During the year, we made steady progress on our sustainability journey. Renewable energy now accounts for 67% of our electricity consumption, and we have achieved a 22% reduction in Scope 1 and Scope 2 emissions from our FY 2023-24 baseline as we advance towards our Net Zero 2050 roadmap. Our decarbonisation efforts focus on renewable energy adoption, energy efficiency, electric mobility, and improved refrigerant management.

Our commitment to responsible growth is equally reflected in our focus on people and communities. Women today represent 24% of our workforce, with 25% representation on our Board, reinforcing our commitment to inclusive leadership. Through our community initiatives, we have reached over 43,301 community members, supporting livelihoods, education, and environmental stewardship. Our responsible sourcing initiatives also create meaningful social impact—for instance, the procurement of 1.90 lakhs handcrafted cotton bags from Jodhpur Mahila Gram Udyog, a women-led rural enterprise. In addition, through our partnership with Phool.co, we have upcycled 9 metric tonnes of floral waste, till date, supporting circular economy practices while generating livelihoods for women artisans.

Business Responsibility and Sustainability Report (Contd.)

Strong governance underpins our progress. Through clear policies, oversight mechanisms, and accountability frameworks, we ensure that ESG considerations remain integral to our strategic and operational decisions.

As we continue to grow, we remain guided by the belief that true luxury must also be responsible, creating lasting value for our stakeholders and the destinations we serve.

Mr. Anuraag Bhatnagar

Whole-time Director & Chief Executive Officer

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

   Mr. Anuraag Bhatnagar – Whole time Director and Chief Executive Officer

9. **Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details**

   Our Executive Leadership Team (CEO and CFO) provides strategic oversight on sustainability related matters. The leadership team has empowered a dedicated, cross-functional ESG Core Committee, chaired by the AVP ESG, to translate this vision into action.

10. **Details of Review of NGRBCs by the Company**

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)
Performance against above policies and follow up action	Yes, on a regular basis	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, on a regular basis	

11. **Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

    Yes

    Limited assurance of BRSR Core and selective Non-core indicators carried out by TÜV SÜD South Asia Pvt Ltd.

12. **If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

    Not Applicable

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.

Essential Indicators

1. Percentage coverage by training and awareness programmes 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	12	Strategy and business overview, Innovation, risk management, ESG and CSR initiatives, Compliance and Governance frameworks, Code of conduct, Insider trading regulations, POSH, Data protection and privacy	100%
Key Managerial Personnel	6	Code of Conduct, Insider Trading, POSH, Anti-Bribery and Corruption, Data Protection and Privacy	100%
Employees other than BoD and KMPs	17,337	Code of conduct, Anti-bribery and anti-corruption, Cybersecurity and Data privacy, POSH, Human rights, Occupational health and safety, Waste management, Water testing parameters, Positive work environment	88%
Workers	40,975		87%

Note 1 - The above information pertains to the Board of Directors (BoDs) and Key Managerial Personnel (KMPs) of our parent entity Leela Palaces Hotels & Resorts Limited only

Note 2 - Training details of employees and workers pertain to the parent entity and all subsidiaries listed under Sec A, Q13, excluding Schloss HMA Pvt. Ltd.

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Punishment Fine	Principle 1	Office of the Assistant Commissioner Central Goods and Services Tax Audit Circle, Udaipur	6,01,538	Pursuant to observations arising from the GST audit for the period FY 2018-19 to FY 2023-24, Schloss Udaipur Private Limited reversed / paid certain input tax credit along with applicable interest and penalty.	No

Business Responsibility and Sustainability Report (Contd.)

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Punishment Fine	Principle 1	Directorate General of GST Intelligence, Gurugram	3,05,967	Pursuant to summons issued by the GST authorities, Schloss Chanakya Private Limited suo motu discharged GST liability, in relation to booking made through e-commerce operators located outside India, for the period FY 2019-20 to FY 2023-24.	No
Penalty/Punishment Fine	Principle 1	Superintendent of GST & Central Excise, Chennai.	40,000	Pursuant to a show cause notice issued for FY 2021-22, Schloss Chennai Private Limited discharged differential GST liability, along with applicable interest and penalty, in order to achieve closure of the matter.	No
Settlement	0	0	0	0	0
Compounding fee	0	0	0	0	0

Non – Monetary

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0	No
Punishment	0	0	0	0	No

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.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, Leela Palaces Hotels & Resorts Limited has an Anti-Bribery and Anti-Corruption Policy aligned with applicable laws. The policy strictly prohibits bribery, corruption, and facilitation payments and applies to all employees. It reflects the Company's zero-tolerance approach and establishes controls to prevent and address such practices across its operations and business relationships.

Weblink - Anti-Bribery and Anti-Corruption Policy

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

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Note 1 - The above information pertains to the Board of Directors (BoDs) and Key Managerial Personnel (KMPs) of our parent entity Leela Palaces Hotels & Resorts Limited only

Note 2 - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

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

	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

Note - The above information pertains to the Board of Directors (BoDs) and Key Managerial Personnel (KMPs) of our parent entity Leela Palaces Hotels & Resorts Limited only

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 ((Accounts payable *365)/Cost of goods/ services procured) in the following format:**

Category	FY 2025-26	FY 2024-25
Number of days of accounts payables	51.58	50.83

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 2025-26	FY 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	NA	NA
	b.	Number of trading houses where purchases are made from	NA	NA
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	NA	NA
	b.	Number of dealers/distributors to whom sales are made	NA	NA
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	NA	NA

Business Responsibility and Sustainability Report (Contd.)

Parameter	Metrics		FY 2025-26	FY 2024-25
Share of RPTs	a.	Purchases (Purchases with related parties/Total Purchases)	NA	NA
	b.	Sales (Sales to related parties/Total Sales)	0.04%	0.28%
	c.	Loans & advances (Loans & advances given to related parties/ Total loans & advances)	100%	NA
	d.	Investments (Investments in related parties/Total Investments made)	100%	100%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the NGRBC Principles during the financial year:

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Awareness programs conducted covering 70 Vendors across various cities	ESG BRSR Supplier Code	-

Note - As part of our commitment to responsible business practices, we plan to strengthen supplier engagement by systematically tracking the coverage of Value Chain Partners (VCPs) in awareness programmes to be conducted going forward, with an aim to enhance transparency, reinforce ethical standards, and drive alignment with our sustainability and governance objectives

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If yes, provide details of the same.

Yes, Leela Palaces Hotels & Resorts Limited has a structured and well-defined process for disclosing interests and managing conflicts of interest involving members of the Board, in compliance with the Companies Act 2013, and SEBI Listing Regulations. This is achieved through the following measures:

- **Policy on Related Parties Transactions:** The Company has adopted a comprehensive Related Party Transactions Policy, which outlines clear procedures for identifying, reviewing, approving, and reporting transactions with related parties, including Directors, Key Managerial Personnel, and their relatives. The policy ensures transparency and accountability in decision-making by mandating strict adherence to ethical governance principles.
- **Code of Conduct of Board of Directors and Senior Managerial Personnel:** The Company's Code of Conduct includes specific provisions on conflicts of interest, reinforcing its commitment to ethical behaviour and ensuring that personal interests do not impair professional judgment or influence business decisions.

PRINCIPLE 2 Businesses Should Provide Goods and Services in a Manner That is Sustainable and Safe

Essential Indicators

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.

Type	FY 2025-26	FY 2024-25	Details of improvement in social and environmental aspects
Research & Development (R&D)	Nil	Nil	Not Applicable
Capital Expenditure (CAPEX)	5%	11%	Solar offsite plant, laundry electrification, HVAC, EV vehicles

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

Yes

At The Leela, responsible sourcing is integral to our philosophy of luxury—one that celebrates cultural authenticity while strengthening ethical and sustainable practices across our value chain. The Company has established procedures for sustainable sourcing within its procurement and vendor management framework. Suppliers are evaluated through a structured assessment process that considers product quality, cost and delivery timelines, along with environmental practices, responsible resource management, labour standards, and health and safety compliance. Local sourcing remains central to The Leela's procurement philosophy. In FY 2025–26, 85% of our procurement spend was directed to Indian suppliers, while 46% reached MSMEs and small producers — embedding economic value within the communities and regions in which we operate.

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

Unit of reporting (i.e. by Quantity or by Value – please specify)	Total No. of Inputs sourced (in million INR)	No. of Inputs that were sourced sustainably (in million INR)	Percentage of inputs that were sourced sustainably
Value	127.56	28.43	22%

Business Responsibility and Sustainability Report (Contd.)

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) (b) E-waste (c) Hazardous waste and (d) other waste.

At Leela, we follow established waste management procedures based on the four-R principle—Reduce, Reuse, Repurpose and Recycle— to minimise waste generation and promote circular resource use. Waste is segregated at source across properties and managed through in-house treatment systems and authorised recycling partners in accordance with applicable environmental regulations.

Product	Process to safely reclaim the product
(a) Plastics (including packaging)	• As a signatory to the Global Tourism Plastics Initiative (GTPI), The Leela is committed to reducing problematic plastics and advancing circular plastic management. • Plastic waste is segregated at source and channelled to authorised recyclers. The Leela has progressively reduced single-use plastics by introducing FSC-certified wooden key cards, PCR-packaged Tishya bathroom amenities, biodegradable alternatives across kitchen and spa operations, and reusable jute shoe and laundry bags in place of plastic. • Through Aujasya by The Leela, the in-house water bottling initiative, approximately 33 metric tonnes of plastic bottles were avoided during FY 2025-26. • Additionally, about 3.5 metric tonnes of plastic used in in-room amenities, including ear buds, dental kits, shaving kits, combs and shower caps, have been replaced with biodegradable alternatives across palace properties.
(b) E-Waste	• E-waste such as IT equipment, batteries and electronic components is segregated, stored in designated areas and periodically handed over to authorised e-waste recyclers in compliance with applicable E-Waste Management Rules.
(c) Hazardous Waste	• Hazardous waste such as used oil, chemicals and cleaning agents is safely handled, stored in designated containment areas and disposed of through authorised hazardous waste handlers in accordance with applicable regulations.
(d) Other Wastes	• Organic waste from kitchens and landscaping is processed through Organic Waste Converters (OWCs) installed across palace properties, converting waste into compost. Recyclable materials such as paper, glass and metals are segregated and handed over to authorised recyclers. All palace properties are IGBC Net Zero Waste to Landfill certified, supporting high diversion of waste from landfill.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

   As a hospitality service provider, The Leela does not manufacture products and therefore Life Cycle Assessments (LCA) are not currently applicable. However, sustainability considerations are increasingly integrated across the design, construction and operation of its hotel properties.

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

   The disclosure is not applicable to the business

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

   The disclosure is not applicable to the business

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:**

   The disclosure is not applicable to the business

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

   The disclosure is not applicable to the business

Business Responsibility and Sustainability Report (Contd.)

PRINCIPLE 3 Businesses Should Respect and Promote the Well-Being of All Employees, Including Those in Their Value Chains

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	792	792	100	792	100	792	100	792	100	792	100
Female	215	215	100	215	100	215	100	215	100	215	100
Total	**1,007**	**1,007**	**100**	**1,007**	**100**	**1,007**	**100**	**1,007**	**100**	**1,007**	**100**
Other Than Permanent Employees											
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**

Note - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1,305	1,305	100	1,305	100	1,305	100	1,305	100	1,305	100
Female	452	452	100	452	100	452	100	452	100	452	100
Total	**1,757**	**1,757**	**100**	**1,757**	**100**	**1,757**	**100**	**1,757**	**100**	**1,757**	**100**
Other Than Permanent Workers											
Male	23	23	100	23	100	23	100	23	100	23	100
Female	10	10	100	10	100	10	100	10	100	10	100
Total	**33**	**33**	**100**	**33**	**100**	**33**	**100**	**33**	**100**	**33**	**100**

Note - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

Business Responsibility and Sustainability Report (Contd.)

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	3%	3%

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

Benefits	FY 2025-26			FY 2024-25		
	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	100	Y	100	-	Y
Gratuity	100	100	Y	100	-	Y
ESI	0	25	Y	29	-	Y

Note 1 - Pertains to the workforce of the parent entity and subsidiaries within the consolidated BRSR reporting boundary (Section A, Q13)

Note 2 - FY 2024-25 excludes subsidiaries with partial operational relevance: Leela Palaces and Resorts Limited, Buildminds Real Estate Private Limited, Inside India Resorts Private Limited and Anasvish Tiger Camp Private Limited

Note 3 - Workforce categorisation was revised in FY 2025-26; FY 2024-25 data reflects the classification applicable during that period

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

Yes. The Leela is committed to providing accessible workplaces in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Across its properties, accessibility features such as step-free access, ramps with handrails, wider doorways, designated accessible rooms and restrooms, and clear wayfinding signage are provided wherever feasible. The Company also conducts periodic sensitisation and training programmes for employees to promote an inclusive and supportive work environment. In addition, The Leela collaborates with organisations such as Sai Swayam Society and Noida Deaf Society to support the recruitment and integration of persons with disabilities within its workforce.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Yes. At The Leela, we are committed to fostering a workplace that reflects our values of fairness, dignity and respect. The Company has established an Equal Opportunity Policy in line with the requirements of the Rights of Persons with Disabilities Act, 2016, promoting fair and non-discriminatory employment practices. The policy reinforces our commitment to equal opportunity in recruitment, training, career development and workplace participation for all employees, including persons with disabilities, while supporting an inclusive and enabling work environment across our operations. Weblink - Equal Opportunity Policy

Business Responsibility and Sustainability Report (Contd.)

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	92.85%	40.35%	100%	82.14%
Female	50%	100%	-	100%
Total	**90%**	**42.37%**	**100%**	**82.75%**

Note - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

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	Details of the mechanism in brief
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes	At The Leela, our ethical code serves as the foundation of a respectful and equitable workplace, guiding our commitment to integrity and fairness. We offer various channels for grievance redressal, including anonymous reporting options and an open-door policy that encourages employees and workers to engage directly with leadership. To reinforce this commitment, we regularly train our managers on ethical leadership, ensuring they adhere to both our internal code. Additionally, our Ethics Line provides a secure and anonymous platform for employees and workers to voice their concerns, while suggestion boxes are strategically placed throughout the workplace to promote open feedback and dialogue. Together, these initiatives foster a culture of transparency and accountability, empowering our employees and workers to contribute to a positive work environment.

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

The Company does not have a formal employee/worker union; however, we actively support and respect employees'/worker's rights to freedom of association and open dialogue, in accordance with applicable laws and ethical practices.

Category	FY 2025-26			FY 2024-25		
	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)
Not applicable						

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	792	390	49	573	72	-	-	-	-	-
Female	215	110	51	124	58	-	-	-	-	-
Total	**1,007**	**500**	**50**	**697**	**69**	-	-	-	-	-
Workers										
Male	1,305	1,115	85	1,161	89	-	-	-	-	-
Female	452	400	89	406	90	-	-	-	-	-
Total	**1,757**	**1,515**	**86**	**1,567**	**89**	-	-	-	-	-

Note 1 - Pertains to the workforce of the parent entity and subsidiaries within the consolidated BRSR reporting boundary (Section A, Q13)

Note 2 - FY 2024–25 data has not been reported, as the company's tracking methodology during the period was not aligned with BRSR reporting requirements

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	792	614	78	1,968	1,455	73.33
Female	215	163	76	641	421	65.67
Total	**1,007**	**777**	**77**	**2,609**	**1,876**	**71.47**
Workers						
Male	1,305	786	60	-	-	-
Female	452	257	57	-	-	-
Total	**1,757**	**1,043**	**59**	**-**	**-**	**-**

Note 1 - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

Note 2 - Our performance cycle runs from January to December, thus employees and workers who joined before or on 30th September are only considered for the appraisal process

Note 3 - For FY 2024-25, the data reported is as per the categorisation of the workforce which was present at that time. The categorisation of workforce across permanent employees, other than permanent employees, permanent workers and other than permanent workers have undergone revision in FY 2025-26

Business Responsibility and Sustainability Report (Contd.)

10. Health and safety management system

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?	Yes. The Leela has implemented an Occupational Health and Safety Management System (OHSMS) across its operations. The system covers all locations and the workforce, including employees, contractual workers and third-party personnel operating within the premises. It includes processes for hazard identification, risk assessment, legal compliance, emergency preparedness, incident reporting, training and continuous improvement to maintain a safe and healthy workplace.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	**Occupational Health and Safety Risk Identification and Assessment** The Leela identifies work-related hazards and assesses risks through a structured safety management framework aligned with ISO 45001:2018 across its palace properties. The system integrates formal processes for hazard identification, risk evaluation and implementation of preventive controls to ensure a safe working environment for employees, contractual workers and third-party personnel. **Routine Hazard Identification and Risk Assessment** Routine risk assessments include Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), Permit-to-Work (PTW) systems, workplace inspections and periodic safety audits conducted across operational areas such as engineering, housekeeping, kitchens and back-of-house facilities. These assessments are undertaken by property-level teams in coordination with the corporate safety function to identify potential hazards and implement appropriate control measures. **Non-Routine Risk Assessment** Non-routine risk assessments are undertaken during operational changes, introduction of new activities, equipment installation, maintenance work, incidents or near-miss events. These include incident and near-miss reporting, Management of Change (MOC) processes, safety committee reviews and employee consultations, enabling timely corrective and preventive actions. **Training, Awareness and Continuous Improvement** Regular safety training programmes, awareness sessions and emergency preparedness drills are conducted to strengthen hazard awareness and reinforce safe work practices across operations. Findings from inspections, incident reviews and safety audits are used to continuously improve occupational health and safety performance across The Leela's properties.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes. The Leela has established processes that enable workers to report work-related hazards through defined reporting channels. Workers are empowered to stop work and withdraw from situations that pose an imminent risk to their health or safety without fear of retaliation. These processes are reinforced through safety training, toolbox talks and ongoing awareness programmes that promote a strong safety-first culture across operations.
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. Employees and workers across The Leela's properties have access to medical and healthcare services for non-work-related needs, either through on-site medical facilities or partnerships with nearby healthcare providers. In addition, employees are covered under company-provided health insurance schemes and receive training in basic medical emergency response to ensure timely assistance during health-related incidents.

Business Responsibility and Sustainability Report (Contd.)

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	30	29
Number of fatalities	Employees	0	0
	Workers	0	0
High consequences for work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note 1 - For FY 2025-26- The above information pertains to workforce who are part of parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt. Ltd.

Note 2 - For FY 2024-25- The above information pertains to workforce who are part of parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt. Ltd.

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

At The Leela, workplace safety and wellbeing are supported through an integrated Occupational Health and Safety Management System (OHSMS) aligned with applicable regulations and industry best practices. Safety considerations are incorporated during the design and renovation of properties, supported by regular risk assessments across operations, construction and other high-risk activities. The system includes proactive hazard identification, incident reporting, workplace inspections and periodic safety audits to enable timely corrective actions. Physical security is strengthened through surveillance systems, access controls and established emergency response protocols supported by regular drills. In addition, mandatory safety training, employee awareness programmes and wellness initiatives help foster a strong safety culture and promote a safe and healthy workplace across The Leela's properties.

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

	FY 2025-26			FY 2024-25		
	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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

Note - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

14. Assessments for the year:

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

Note - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13

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

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees (Y/N): Yes; Employees are covered under life insurance and accident insurance policy

Workers (Y/N): Yes; Workers are covered under life insurance and accident insurance policy

Business Responsibility and Sustainability Report (Contd.)

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has established processes to promote compliance with statutory obligations by its value chain partners. These include incorporating appropriate compliance clauses in vendor agreements and undertaking checks at the time of vendor onboarding and payments. Further, the Company withholds applicable statutory dues (such as GST, where relevant) and releases payments upon verification of supporting evidence on the portal. In addition, periodic verification of statutory filings, including PF and ESIC challans, is carried out for applicable vendors to ensure compliance.

The Company follows a structured approach for monitoring such compliances. Non-compliances, if any, are flagged and actively followed up, and payments may be withheld until satisfactory resolution. The Company may also exercise appropriate contractual remedies, including recovery, in accordance with agreed terms, where necessary. This ensures that statutory obligations are duly discharged by value chain partners in a timely manner.

3. Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

Note 1 - For FY 2025-26- The above information pertains to workforce who are part of parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt. Ltd.

Note 2 - For FY 2024-25- The above information pertains to workforce who are part of parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt. Ltd.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes

In certain cases, retired or separated employees with specialised expertise or strategic experience may be re-engaged across all levels as consultants or advisors, enabling continuity of knowledge while supporting dignified and purposeful career transitions.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	We intend to progressively strengthen our assessment framework to include a more structured and periodic evaluation of working conditions across the value chain, in line with evolving best practices and our commitment to responsible and ethical business conduct.

6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

   Not Applicable

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

Essential Indicators

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

   The Leela identifies its key stakeholder groups through a structured stakeholder mapping process that considers the nature of engagement, degree of influence on business operations, and the potential impact of the Company's activities on each group. Stakeholders are identified based on their relationship with the organisation across its value chain, including employees, guests, investors, suppliers, local communities, regulators and industry partners. Inputs from internal leadership teams, operational interactions and sustainability assessments are used to periodically review and prioritise stakeholder groups to ensure effective engagement and responsible business practices.

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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Guests/Customers	No	Guest feedback platforms, digital channels, guest surveys, social media, marketing communications	Continuous	Guest experience, service quality, feedback on hospitality services, wellness and sustainability initiatives
Employees and Associates	No	Induction programmes, emails, townhalls, notice boards, training programmes, HR interactions and internal communication platforms	Continuous	Career development, training, workplace wellbeing, diversity and inclusion, health and safety, and work practices
Investors and Shareholders	No	Annual report, investor presentations, stock exchange filings, press releases, investor meetings/ calls, website updates and Annual General Meetings	Quarterly, annually and event-based	Financial performance, business strategy, governance practices, ESG performance and investor queries
Government/ Regulatory Authorities	No	Official correspondence, regulatory filings and scheduled meetings	Need basis	Regulatory compliance, statutory reporting and policy matters
Local Communities	Yes	CSR initiatives, Local artisans' engagement programmes at hotels, Employee volunteering	Periodic/Need basis	Community development, livelihood generation, environmental conservation, heritage preservation and social impact initiatives

Business Responsibility and Sustainability Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers/Value Chain Partners	No	Emails, vendor meetings, supplier interactions, contractual engagements	Ongoing/Need basis	Procurement practices, quality standards, supply continuity, sustainability expectations and compliance with vendor requirements
Banking and Financial Partners	No	Meetings, emails and financial disclosures	Ongoing/Need basis	Facilitate the funding requirements for business and financial transactions

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   At The Leela, stakeholder consultations are undertaken through multiple engagement channels including employee interactions, guest feedback mechanisms, investor communications, supplier engagements and community initiatives. Feedback and key issues arising from these engagements are reviewed by the relevant management teams. Shareholder queries and feedback received during the Annual General Meeting (AGM), including Q&A interactions, also form an important part of this consultation process. Insights from these engagements, including outcomes of the materiality assessment, are periodically presented to the Board and its Committees for their review and guidance, enabling strategic oversight on economic, environmental and social matters

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. At The Leela, stakeholder consultations inform the identification and management of key environmental and social topics. Feedback from employees, guests, investors, suppliers and local communities is reviewed by management and incorporated into policies and operational practices. Guest insights gathered through Net Promoter Score (NPS) surveys and Leading Quality Assurance (LQA) assessments help strengthen service quality, guest wellbeing and responsible hospitality practices. Inputs from the materiality assessment further guide priorities such as responsible sourcing, resource efficiency, waste management, community engagement and employee wellbeing, and are periodically reviewed by senior management and the Board.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalised stakeholder groups.**

   The Leela engages with vulnerable and marginalised stakeholder groups primarily through its CSR initiatives and responsible sourcing practices. Through programmes focused on community development and livelihood generation, The Leela partners with local communities, artisans and women-led groups to create sustainable income opportunities. For instance, collaborations with organisations such as Jodhpur Mahila Griha Udyog support women artisans through procurement of handcrafted products used across hotel operations. Additionally, CSR initiatives such as Threads of Tradition provide training to migrant artisans to upskill traditional crafts and recycle textile waste into contemporary commercial products, while programmes such as Bal Mitra Gram focus on child protection and community development in vulnerable rural communities.

PRINCIPLE 5 Businesses Should Respect and Promote Human Rights

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:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,007	1,007	100	2,609	2,609	100
Other than Permanent	-	-	-	47	47	100
Total Employees	**1,007**	**1,007**	**100**	**2,656**	**2,656**	**1,005**
Workers						
Permanent	1,757	1,757	100	-	-	-
Other than Permanent	33	33	100	743	743	100
Total Workers	**1,790**	**1,790**	**100**	**743**	**743**	**100**

Note 1 - Pertains to the workforce of the parent entity and subsidiaries within the consolidated BRSR reporting boundary (Section A, Q13)

Note 2 - For FY 2024-25 the data reported is as per the categorisation of the workforce which was present at that time. The categorisation of workforce across permanent employees, other than permanent employees, permanent workers and other than permanent workers have undergone revision in FY 2025-26

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26					FY 2024-25				
	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	1,007	-	-	1,007	100	2,609	-	-	2609	100
Male	772	-	-	772	100	1,968	-	-	1,968	100
Female	215	-	--	215	100	641	-	-	641	100
Other than Permanent	0	-	-	0	100	47	-	-	47	100
Male	0	-	-	0	100	36	-	-	36	100
Female	0	-	-	0	100	11	-	-	11	100

Business Responsibility and Sustainability Report (Contd.)

Category	FY 2025-26					FY 2024-25				
	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)
Workers										
Permanent	1,757	-	-	1,757	100	-	-	-	-	-
Male	1,305	-	-	1,305	100	-	-	-	-	-
Female	452	-	-	452	100	-	-	-	-	-
Other than Permanent	33	-	-	33	100	743	-	-	743	100
Male	20	-	-	20	100	670	-	-	670	100
Female	10	-	-	10	100	73	-	-	73	100

Note 1 - The above information pertains to workforce who are part of parent entity and all subsidiaries listed under Section A Q13

Note 2 - For FY 2024-25 the data reported is as per the categorisation of the workforce which was present at that time. The categorisation of workforce across permanent employees, other than permanent employees, permanent workers and other than permanent workers have undergone revision in FY 2025-26

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in INR)	Number	Median remuneration/salary/wages of respective category (in INR)
Board of Directors (BoD)	2	20,30,000	1	20,80,000
Key Managerial Personnel	2	4,48,02,888	1	55,00,008
Employees other than BoD and KMP	790	8,32,770	214	9,13,008
Workers	1,305	3,23,100	452	2,81,280

Note 1 - BoDs and KMPs data relates to the parent entity (Standalone)

Note 2 - Employees and workers data relates to the consolidated BRSR reporting boundary (Parent entity and subsidiaries listed under Section A, Q13)

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	21	20

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/No)

Yes. At The Leela, respect for human rights is guided by The Leela Dharmas, which promote integrity, fairness and respect across interactions with associates, guests, communities and partners. Human rights-related concerns are addressed through the Human Resources function and the Internal Complaints Committee (ICC) under the POSH framework, supported by formal grievance redressal processes and a Whistleblower/Vigil Mechanism for confidential reporting. Expectations on ethical conduct and responsible business practices are also extended to value chain partners, reinforcing respect for human rights across operations.

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

The Leela has established internal mechanisms to address and redress grievances related to human rights concerns in a fair, confidential and timely manner. The Company's Human Rights Policy provides guidance on upholding fundamental human rights principles in engagements with employees, supply chain partners, guests, investors, business partners and government authorities. Employees and other stakeholders may report concerns through multiple channels including department heads, the Human Resources function and senior management. For sensitive matters or where anonymity is preferred, grievances may also be reported through The Leela's Ethics Point platform (theleela.ethicspoint.com) or via a toll-free hotline (000-800-0502-099) operated by an independent third party and available 24/7.

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

	FY 2025-26			FY 2024-25		
	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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

Note - Employees and workers data relates to the consolidated BRSR reporting boundary (Parent entity and subsidiaries listed under Section A, Q13)

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

Category	FY 2025-26	FY 2024-25
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

Note 1 - Employees and workers data relates to the Parent entity

Note 2 - For FY 2024-25, the reported information does not include workforce of subsidiaries subject to partial operational relevance (The Leela Palaces and Resorts Limited, Buildminds Real Estate Private Limited, Inside India Resorts Private Limited, Anasvish Tiger Camp Private Limited)

Note 3 - For FY 2024-25, the data reported is as per the categorization of the workforce which was present at that time. The categorization of workforce across permanent employees, other than permanent employees, permanent workers and other than permanent workers have undergone revision in FY 2025-26

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

The Leela upholds a zero-tolerance approach towards discrimination, harassment, victimisation or retaliation against individuals who report concerns. The Company ensures that all complaints are handled with strict confidentiality and sensitivity, providing a safe environment for employees and stakeholders to raise issues without fear of adverse consequences. Established grievance redressal mechanisms, including confidential reporting channels and an anonymous whistleblower hotline, enable concerns to be reported securely. In addition, regular training and awareness programmes reinforce respectful workplace behaviour and promote accountability across the organisation.

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

Yes. Human rights considerations form part of The Leela's responsible sourcing framework. During FY 2025-26, the Company developed a Supplier ESG Code of Conduct, which outlines expectations for suppliers on compliance with applicable labour laws, human rights standards, environmental protection, food safety and ethical business practices. The Code will be progressively rolled out across the supply chain in FY 2026-27. Suppliers are also expected to adhere to the Company's Anti-Bribery and Anti-Corruption (ABAC) principles, reinforcing ethical and responsible business conduct. In addition, concerns related to unethical or unlawful practices across the value chain may be reported through the Company's Whistleblower/ Ethics Point mechanism, enabling confidential reporting and appropriate redressal.

10. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	Nil.
Forced/Involuntary Labour	The Leela is committed to upholding human rights across its operations. The Company conducts mandatory human rights training and maintains multiple grievance channels, including the EthicsPoint platform, an independent third-party toll-free hotline, and direct reporting to HR, senior management, or designated authorities. All concerns are addressed in accordance with The Leela's Human Rights Policy. The Company is also working towards strengthening its due diligence processes, including introducing formal periodic human rights assessments in the future.
Sexual Harassment	
Discrimination At Workplace	
Wages	

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

The Leela has established mechanisms to address and remediate concerns arising from human rights–related risks identified through internal assessments. Employees and stakeholders may report grievances through the Company's EthicsPoint platform or toll-free hotline, enabling concerns to be raised confidentially. Upon receipt of a complaint, the Vigilance Officer initiates an investigation in coordination with the Vigilance Committee while maintaining strict confidentiality. Investigations are typically completed within 90 days of receipt of the complaint. Where instances of improper or unethical conduct are identified, appropriate disciplinary or corrective actions are recommended by the Chairperson of the Audit Committee and implemented in accordance with the Company's policies, reinforcing accountability and ethical business practices. In addition, periodic awareness sessions and training programmes are conducted to strengthen understanding of human rights principles and prevent recurrence of such risks.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

Not applicable, as no human rights grievances or complaints were reported during the reporting period that required modification or introduction of business processes.

2. Details of the scope and coverage of any Human rights conducted due diligence.

The Leela recognises the protection and promotion of human rights as integral to responsible and sustainable business practices. The Company has adopted an internal Human Rights Policy aligned with recognised human rights principles and applicable to employees and relevant stakeholders across its operations. While a formal human rights due diligence assessment has not yet been undertaken, the Company is strengthening its governance frameworks to progressively integrate human rights considerations into its business operations. Robust grievance redressal mechanisms, including the EthicsPoint platform and an independent third-party toll-free hotline, enable employees and stakeholders to report concerns confidentially.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes

The Company is committed to creating inclusive and accessible environments across its properties in line with the provisions of the Rights of Persons with Disabilities Act, 2016. Accessibility features include ramps and handrails, step-free access wherever feasible, wider doorways, designated accessible rooms and restrooms, wheelchair assistance, and clear wayfinding signage. Accessibility considerations are integrated into new developments and upgrades to existing infrastructure, and employees are periodically trained to support guests and visitors with diverse needs.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Formal assessments of value chain partners against the above human rights parameters have not yet been undertaken. However, The Leela encourages its suppliers to adhere to the Supplier ESG Code of Conduct, which outlines expectations on ethical conduct, labour practices, and human rights across the value chain, aligned with internationally recognised frameworks including ILO conventions and SA8000 standards.
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others- please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

Not applicable as no such assessments have taken place in the reporting period.

PRINCIPLE 6 Businesses Should Respect and Make Efforts to Protect and Restore the Environment.

Essential Indicators

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

Parameters	FY 2025-26	FY 2024-25
From renewable source (GJ)		
Total electricity consumption (A)	1,06,871.77	85,204.73
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	**1,06,871.77**	**85,204.73**
From non - renewable source (GJ)		
Total electricity consumption (D)	51,574.59	69,011.00
Total fuel consumption (E)	74,493.92	77,170.54
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	1,26,068.51	1,46,181.54
Total energy consumed (A+B+C+D+E+F) (GJ)	**2,32,940.28**	**2,31,386.27**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (GJ/INR Million)	15.25	17.79
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumption/Revenue from operations adjusted for PPP) (GJ/USD million)	310.20	367.56
Energy intensity in terms of physical output (GJ/room nights sold)	0.77	0.76

Note 1 - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13

Note 2 - For intensity calculation, the adjusted PPP conversion factor of ₹ 20.34/USD (as per latest IMF rates) has been applied (for FY 2024-25, ₹ 20.66/USD)

Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

Business Responsibility and Sustainability Report (Contd.)

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the independent assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

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? (Y/N). 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.**

The Company's assets have been identified as a designated consumer (DC) under PAT cycle 7 onwards of the Perform, Achieve and Trade (PAT) Scheme of the Government of India

Name of Hotel	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?	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.
PAT Cycle IV		
The Leela Palace Bengaluru	Yes	Target SEC: 16.74 TOE/1000 m^2 Achieved SEC: 13.99 TOE/1000 m^2
The Leela Palace New Delhi	Yes	Target SEC: 20.76 TOE/1000 m^2 Achieved SEC: 15.36 TOE/1000 m^2
PAT Cycle V		
The Leela Palace Udaipur	Yes	Target SEC: 35.51 TOE/1000 m^2 Achieved SEC: 31.18 TOE/1000 m^2
PAT Cycle VI		
The Leela Palace Chennai	Yes	Target SEC: 23.48 TOE/1000 m^2 Achieved SEC: 20.01 TOE/1000 m^2

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in KL)		
(i) Surface water – Rainwater harvested	0	0
(ii) Groundwater	1,41,421.60	1,35,260.00
(iii) Third party water	4,41,833.49	3,39,859.00
(iv) Seawater/desalinated water	0	0
(v) Others (purchased bottled water)	5,190.24	0
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	5,88,445.33	4,75,119.00
Total volume of water consumption (in KL)	5,32,036.49	4,28,476.73
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (KL/INR million)	34.84	32.94
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/USD million)	708.55	680.63
Water intensity in terms of physical output – (KL/room night sold)	1.75	1.42

Note 1 - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13

Note 2 - For FY 2024-25 – The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt Ltd

Note 3 - For intensity calculation, the adjusted PPP conversion factor of ₹ 20.34/USD (as per latest IMF rates) has been applied (for FY 2024-25, ₹ 20.66/USD)

Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the independent assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

Business Responsibility and Sustainability Report (Contd.)

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in KL)		
i. To Surface Water	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-
ii. To Groundwater	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-
iii. To Seawater	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-
iv. Sent to third parties	56,409	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	Primary	-
v. Other	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-

Note 1 - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13

Note 2 - Water discharge for FY 2025-26 pertaining to Schloss HMA Pvt Ltd. is estimated at 80% of total water withdrawal, following the CPCB database report (August 2013) and is reported as water sent to third parties (as the water is discharged to common drain of the building management for further treatment)

Note 3 - For FY 2024-25 – The monitoring mechanism was initiated in current reporting year, therefore no data for FY 2024-25

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the independent assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The Leela has implemented wastewater treatment systems across its Palace properties through Sewage Treatment Plants (STPs), enabling the treatment and reuse of wastewater generated from hotel operations. Recycled water is utilised for non-potable applications such as landscaping and cooling towers, supporting the Company's long-term commitment to responsible water management and progress towards Zero Liquid Discharge (ZLD). As part of this progression, AWS baseline assessments have been initiated at Delhi and Chennai properties to further enhance sustainable water management across operations.

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

Parameter	Specify UoM	FY 2025-26	FY 2024-25
NOx	MT	1.67	-
SOx	MT	1.02	-
Particulate Matter (PM)	MT	2.73	-

Note - For FY 2025-26 – The monitoring of this parameter has been initiated from current reporting year. The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt Ltd

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the independent assurance/assessment have been carried out by TÜV SÜD South Asia Pvt Ltd.

Business Responsibility and Sustainability Report (Contd.)

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions	tCO_2e	9,418.00	11,241.28
Total Scope 2 emissions	tCO_2e	10,171.06	13,931.50
Total Scope 1 and Scope 2 emissions	tCO_2e	19,589.06	25,172.78
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	tCO_2e/ INR million	1.28	1.94
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/Revenue from operations adjusted for PPP)	tCO_2e/ USD million	26.09	39.99
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_2e/ room nights sold	0.06	0.08

Note 1 - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13

Note 2 - GHG emissions are calculated as per the GHG Protocol Corporate Standard and Scope 2 Guidance (2015). Scope 2 is reported using the market-based method, wherein the offsite renewable energy sourced has been adjusted against the total electricity consumption, and the emissions of balance grid electricity consumption has been calculated using the Central Electricity Authority grid factor (Version 21.0, Nov, 2025). Scope 1 fuel factors follow the UK Defra 2026 emission factor database; GWP values align with IPCC AR6. All emissions are reported in tCO_2e

Note 3 - For intensity calculation, the adjusted PPP conversion factor of ₹ 20.34/USD (as per latest IMF rates) has been applied (for FY25, ₹ 20.66/USD)

Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

Note 4 - Biogenic emission amounting to 820.53 tCO_2e in FY 2025-26, and 2,038.51 tCO_2e in the FY 2024-25, are excluded from total Scope 1 emissions mentioned above as per GHG Protocol Guidance

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the independent assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Advancing the transition toward low-carbon operations remains a key priority for The Leela as we strengthen the resilience and future readiness of our hospitality portfolio. Guided by our decarbonisation roadmap, we have set a long-term ambition of achieving Net Zero emissions by 2050. Our climate strategy focuses on reducing operational emissions through the following initiatives:

- **Renewable energy adoption:** We continue to expand our onsite and off-site renewable energy through solar and wind installations and green power procurement, supported by sustained capital investments and partnerships with credible suppliers. In FY 2025–26, 67% of total electricity consumption across all palaces was sourced from renewable energy.

- **Electrification of energy-intensive processes:** We are progressing the phased electrification of laundry and kitchen operations across our properties. By the end of this reporting period, laundry electrification had been successfully completed at our Chennai, Udaipur and Bangalore palaces, while kitchen electrification was completed at our Jaipur property.

- **Improvements in energy efficiency:** Key upgrades include the installation of Variable Frequency Drives (VFDs) and Electronically Commutated (EC) fans for Air Handling Units (AHUs), deployment of high-efficiency chillers, and replacement of cooling towers to reduce energy intensity.

- **Responsible refrigerant management:** We undertook cold-storage refrigerant replacement and enhanced our refrigeration systems by transitioning to low-GWP refrigerants to further reduce climate impact.

- **Expansion of electric vehicles:** We increased the number of electric vehicles in our fleet to support cleaner transportation and advance our broader sustainability goals.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	280.39	219.76
E-waste **(B)**	11.47	14.74
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	391.16	391.24
Battery waste **(E)**	0.72	0.86
Radioactive waste **(F)**	0	0
Other Hazardous waste (DG used oil, ETP sludge) **(G)**	1.63	6.98
Other Non-hazardous waste generated (dry waste and wet waste) **(H)**	1,966.56	2,629.77
Total (A+B + C + D + E + F + G + H)	**2,651.93**	**3,263.35**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR million)	0.17	0.25
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/USD million)	3.53	5.18
Waste intensity in terms of physical output (MT/room night sold)	0.009	0.011
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,588.53	2,872.14
(ii) Re-used	641.13	0
(iii) Other recovery operations	0	0
Total	**2,229.65**	**2,872.14**

Parameter	FY 2025-26	FY 2024-25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	391.96	391.24
(iii) Other disposal operations	0	0
Total	**391.96**	**391.24**

Note 1 - For FY 2025-26 - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13

Note 2 - For FY 2025-26 – Waste disposed/recycled/reuse tracked at Schloss HMA Ltd for Q4 only

Note 3 - For FY 2024-25 - The above information pertains to parent entity and subsidiaries having complete operational relevance as listed under Section A Q13 excluding Schloss HMA Pvt Ltd

For intensity calculation, the adjusted PPP conversion factor of ₹ 20.34/USD (as per latest IMF rates) has been applied (for FY25, ₹ 20.66/USD)

Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, the independent assurance/assessment have been carried out by TÜV SÜD.

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.

At The Leela, waste management is deeply anchored in the principles of circular economy—where resources are used thoughtfully, waste is minimised at source, and materials are continually reintegrated into productive use. Guided by the '4R framework—Reduce, Reuse, Repurpose, and Recycle', our approach integrates environmental responsibility with operational excellence across all palace properties.

Business Responsibility and Sustainability Report (Contd.)

Our hotels manage diverse waste streams, including organic waste, recyclables, hazardous waste, e-waste, and construction waste, through robust segregation systems and clearly defined handling protocols. Organic waste generated from kitchens and landscaped areas is processed through Organic Waste Converters (OWCs) installed across palace properties, transforming food scraps and garden waste into nutrient-rich compost that supports in-house landscaping. To ensure responsible material recovery, The Leela partners exclusively with authorised recyclers for plastics, metals, glass, paper, and electronic waste. As a result of these structured initiatives, all palace properties have achieved IGBC Net Zero Waste to Landfill certification, underscoring our commitment to circular operations and responsible resource stewardship.

Hazardous waste is managed in compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Used oil, grease-trap residue and chemical waste are routed to authorised recyclers and Treatment, Storage and Disposal Facilities (TSDFs) through manifest-based tracking systems, while e-waste is channelled exclusively through Central Pollution Control Board (CPCB)-registered recyclers. Housekeeping and stewarding operations are progressively transitioning to green-certified cleaning chemicals, reducing reliance on hazardous formulations. Refrigerant management follows a phased transition towards low-GWP alternatives, aligned with India's commitments under the Montreal Protocol and Kigali Amendment.

As a signatory to the Global Tourism Plastics Initiative (GTPI), The Leela is actively advancing the elimination of single-use plastics across guest experiences and hotel operations.

Reduce: Under Aujasya by The Leela, in-house water bottling plants have eliminated single-use plastic bottles. To date, 10.23 metric tonnes of plastic in in-room amenities — earbuds, dental and shaving kits, combs, shower caps — has been replaced with biodegradable alternatives.

Reuse: In partnership with Phool, till date over 9 metric tonnes of floral waste is processed through patented Flowercycling™ technology into charcoal-free incense, diverting organic waste while supporting social entrepreneurship.

Repurpose: The Leela Palace Bengaluru has upcycled over 37,500 pieces of retired linen into functional and aesthetic applications, complemented by furnishings made from repurposed materials.

Recycle: The Zero-Waste Menu turns vegetable peels, fruit rinds, grain husks, bones, and herb stems into garnishes, cocktail infusions, artisanal breads, broths, and house-made oils and vinegars.

Through this comprehensive, integrated waste management approach, The Leela continues to minimise environmental impact, enhance resource efficiency, and advance circular economy practices, reinforcing its leadership in sustainable luxury hospitality.

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:

Not applicable, as the Company does not have operations around ecologically sensitive areas.

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

Not applicable, as no Environmental Impact Assessment was undertaken 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). If not, provide details of all such non-compliances, in the following format:

Yes. The Company is compliant with the applicable environmental law/regulations/ guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility/plant located in areas of water stress, provide the following information:

a. **Name of the area:** New Delhi, Jaipur, Udaipur, Bangalore, Chennai

b. **Nature of Operations:** Hospitality

c. **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in KL)		
(i) Surface water – Rainwater harvested	0	0
(ii) Groundwater	1,41,421.60	1,35,260.00
(iii) Third party water	4,41,833.49	3,39,859.00
(iv) Seawater/desalinated water	0	0
(v) Others (purchased bottled water)	5,190.24	0
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	**5,88,445.33**	**4,75,119.00**
Total volume of water consumption (in KL)	5,32,036.49	4,28,467.73
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (KL/INR million)	34.84	32.94
Water intensity in terms of physical output (KL/room nights sold)	1.75	1.42

Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface Water	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-
ii. To Groundwater	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-
iii. To Seawater	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-
iv. Sent to third parties	56,409	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	Primary	-
v. Other	0	0
- No Treatment	-	-
- With treatment – please specify level of Treatment	-	-

Business Responsibility and Sustainability Report (Contd.)

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

The Leela is currently in the process of assessing its Scope 3 greenhouse gas emissions in alignment with the relevant and applicable categories defined under the GHG Protocol.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable, as the Company does not have operations around ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of initiative
1.	Renewable Energy Transition	The Leela continues to advance its renewable energy transition through a combination of on-site solar installations and procurement of green electricity, including power sourced from off-site renewable energy assets. During the reporting period, our installed renewable energy capacity increased from 18.25 MWp to 20.25 MWp, further strengthening the shift toward clean energy across our operations.	During the reporting period, 67% of total electricity consumption across palace properties was sourced from renewable energy, contributing to reduced Scope 2 emissions and supporting our decarbonisation roadmap.
2.	Refrigerant Management and Cold Room Efficiency Upgrades	Upgraded refrigeration systems through replacement of freezer panels, optimisation of centralised refrigeration units and preventive maintenance of critical kitchen equipment to minimise refrigerant leakages.	Optimised refrigerant usage and reduced leakages across refrigeration systems, leading to a decline in fugitive emissions.
3.	High Efficiency Chiller Installation	Installation of a new energy-efficient chiller plant replacing older systems to improve cooling system performance and reduce electricity consumption.	Improved cooling efficiency and reduced electricity consumption in central plant operations.
4.	Laundry Electrification Programme	Replaced diesel-based heating systems in laundry operations with electric systems to improve efficiency and reduce fossil fuel use.	Reduced diesel consumption in laundry operations, contributing to lower stationary emissions and improved energy efficiency.
5.	Energy Efficient Pump Upgrade	Replacement of existing HNS pumps at the Water Treatment Plant with IE5 high-efficiency pumps to improve operational efficiency and reduce electricity consumption.	Reduced energy consumption in water treatment operations, improving overall energy efficiency and lowering operational emissions.
6.	Low-Emission Fleet Transition	Introduced EV and CNG vehicles for guests and staff transportation and internal logistics to reduce diesel dependence.	Lower fuel consumption and reduced mobile emissions across operations.

Business Responsibility and Sustainability Report (Contd.)

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of initiative
7.	Cooling Tower Water Efficiency	Deployment of a non-chemical scale and bio-removal (SBR) system to improve cooling tower efficiency and reduce chemical usage.	Eliminates the need for chemical dosing, improves water recycling efficiency, prevents corrosion and scaling, and extends equipment lifespan.
8.	Digital Water Management	Implementation of Digital Paani, an AI- and IoT-enabled platform to monitor Sewage Treatment Plant (STP) operations in real time at Jaipur and Udaipur properties.	Achieved 35% improvement in STP energy efficiency in Jaipur and 15% reduction in water intensity per INR 10 million turnover in Udaipur (2024 vs 2023).
9.	Plastic Reduction through In-House Bottling	Establishment of Aujasya by The Leela in-house water bottling plants to replace single-use plastic bottles with reusable glass bottles.	Avoided approximately 33 metric tonnes of plastic during the reporting period.
10.	Zero-Waste Culinary Initiative	Introduced a Zero-Waste Menu, creatively repurposing surplus ingredients into signature dishes and beverages.	Reduced food waste while promoting sustainable consumption practices among guests.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words.

The Company's Risk Management Committee oversees the Risk Management Policy that defines a structured approach to identifying and managing both internal and external risks. It includes strong internal controls and a Business Continuity Plan (BCP) to ensure people and assets remain protected and operations resume quickly after any disruption. The BCP involves identifying risks such as natural disasters and cyber-attacks, assessing their impact on operations, and implementing safeguards to mitigate them. The framework is reviewed periodically to strengthen organizational resilience. Further details on the same can be accessed on our Risk Management Policy.

6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No, there are no significant adverse impacts to the environment, arising from the Company's value chain. The Company is strengthening responsible souring practices through introduction of the Supplier ESG Code of Conduct which will require value chain partners to comply with all applicable environmental, occupational health and safety, and labour regulations across jurisdictions in which they operate. The Company also engages with suppliers periodically to encourage alignment with its environmental and sustainability expectations.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

During FY 2025-26, environmental impact assessments of value chain partners were not undertaken. The Company is currently strengthening its responsible sourcing practices and plans to introduce such assessments as part of the implementation of its Supplier ESG Code of Conduct and supplier engagement initiative.

8. How many Green Credits have been generated or procured?

1. By the listed entity

During the reporting year no green credits was generated or procured by The Leela.

2. By the top ten value chain partners (in terms of value of purchase and sales, respectively)

During the reporting year no green credits was generated or procured by top ten value chain partners (in terms of value of purchase and sales respectively).

Business Responsibility and 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

Essential Indicators

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

The Company has 11 affiliations with trade and industry chambers/associations.

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.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Global Hotel Alliance	International
2	Preferred Travel Group	International
3	Indian Association of Tour Operators (IATO)	National
4	Indo German Chambers of Commerce (IGCC)	National
5	Indo French Chambers of Commercial (IFCC)	National
6	Global Business Travel Association (GBTA)	National
7	World Travel & Tourism Council (WTTC)	International
8.	Confederation of Indian Industry (CII)	National
9.	CII – Indian Green Building Council (IGBC)	National
10.	Alliance for Water Stewardship (AWS)	International
11.	Global Tourism Plastics Initiative (UNEP & UNWTO)	International

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**

There were no cases of anti-competitive conduct on the Company in FY 2025-26.

Name of Authority	Brief of the Case	Corrective Action Taken
	Not applicable	

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others – please specify)	Web link, if available
			Not applicable		

PRINCIPLE 8 Businesses Should Promote Inclusive Growth and Equitable Development

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 for the reporting period			

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

S. 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 INR)
Not applicable for the reporting period						

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

The Leela has established accessible and transparent mechanisms to receive, address, and redress grievances from community stakeholders across its locations of operation. Community members may raise concerns through multiple channels, including direct engagement with property-level management, written communication, and feedback received during community consultations and outreach programmes. Our community partners can also write to us at: https://www.theleela.com/investors

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

Parameter	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/small producers	46%	25%
Sourced directly from within India	85%	91%

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

Parameter	FY 2025-26	FY 2024-25
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	100%	100%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).

Not applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken any CSR projects in designated aspirational districts as identified by the Government of India			

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)

No; Refer to the answer provided in part c below.

b. From which marginalised/vulnerable groups do you procure?

The Company procures from women-led enterprises, artisan cooperatives, social enterprises, and artists with disabilities.

c. What percentage of total procurement (by value) does it constitute?

The Company engages with suppliers and partners from marginalized and vulnerable communities across its operations, including women-led enterprises, artisan cooperatives, and social enterprises, supporting inclusive livelihoods and traditional craftsmanship. For instance, The Leela partners with Jalinga Tea Estate to procure carbon neutral wellness tea, a women-led organic tea estate where over 70% of the workforce comprises women. The Company also collaborates with Jodhpur Mahila Griha Udyog (JMGU), from whom approximately 1.89 lakh embroidered jute bags were procured in FY 2025–26, amounting to about ₹ 74.92 lakhs, supporting women artisans. The Company also sources gifting articles from Mouth and Foot Painting Artists, supporting artists with disabilities, and upcycled wellness products from Phool, a social

Business Responsibility and Sustainability Report (Contd.)

enterprise creating livelihoods through floral waste recycling. In addition, The Leela engages local artists and artisans across its properties, helping sustain traditional crafts and cultural heritage.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
		Not applicable		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Brief of the Case
	Not applicable	

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Preserving the Yakshagana Art Form through Women's Training and Skill Development	25	100%
2	Bal Mitra Gram Porgramme (Child-Friendly Villages Initiative)	28,282	100%
3	Sea Turtle Conservation	1,746	100%
4	Threads of Tradition – Upskilling Artisan Communities through Circular Craft	50	50%
5	School upgradation	15	100%
	Total beneficiaries	**30,118**	

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

Essential Indicators

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

The Leela has established structured mechanisms to receive and respond to guest feedback and consumer grievances across its properties, ensuring timely resolution and continuous enhancement of the guest experience. Key mechanisms include:

- **Multi-channel feedback collection:** Guests may share feedback through in-stay interactions with hotel management, post-stay surveys through the Revinate guest feedback platform, email communication, and social media channels.
- **Guest satisfaction tracking:** Guest experience is regularly monitored through structured surveys and Net Promoter Score (NPS) assessments, with an NPS score of 86 in FY 2026, reflecting strong guest advocacy.
- **Digital service management:** The Company has implemented Hotlync, a digital platform that streamlines guest service management, including complaint resolution, housekeeping requests, asset maintenance, and spa operations, enabling faster response and tracking of service requests.
- **Independent quality audits:** Service standards are evaluated through Leading Quality Assurance (LQA) audits (82.9%) and periodic mystery audits to ensure alignment with global luxury hospitality benchmarks.
- **Escalation and resolution framework:** Guest concerns are reviewed by property teams and escalated to senior management where necessary to ensure timely resolution.
- **Continuous improvement:** Insights from guest feedback and audits are analysed to strengthen service standards and enhance the overall guest experience.

Business Responsibility and Sustainability Report (Contd.)

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

Type	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Others	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No). If available, provide a web-link of the policy.

Yes. The Leela has established a robust cybersecurity and data privacy framework to identify, assess, and mitigate risks related to information security and data protection. The framework is supported by a suite of internal policies and controls covering data protection and privacy, information asset management, end-user computing, mobile device security, network and firewall security, access management, and cyber incident and breach notification. The framework is periodically reviewed and updated to address evolving cyber threats and regulatory requirements.

The Leela's suite of cybersecurity policies is available for all employees internally.

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.

The Leela has implemented several corrective measures to address risks related to cybersecurity and customer data privacy. The company conducts regular vulnerability assessments, penetration testing, and configuration reviews to strengthen the security of its technology environment. The Leela has established a formal Cybersecurity Crisis Management Plan and mandatory compliance reporting through the "Leela Comply" forms completed by all IT managers. The Leela also performs routine vulnerability assessments, penetration testing, and configuration reviews to proactively identify and mitigate potential threats. We also provide regular training sessions to ensure that all relevant stakeholders remain updated on cybersecurity protocols and are equipped to safeguard the organization from emerging risks.

Business Responsibility and Sustainability Report (Contd.)

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:** No incident of data breaches during the reporting period

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information on The Leela's services and guest experiences is made available through multiple channels to ensure transparency and ease of access for guests and stakeholders. Key platforms include:

- **Official website and booking platform:** https://www.theleela.com/
- **Loyalty programme – GHA DISCOVERY:** https://www.theleela.com/gha-signin
- **Leela Magazine:** Guests can explore curated stories on culture, wellness, travel, and experiences through The Leela Magazine, available at: https://www.theleela.com/the-leela-magazine
- **Social media platforms:**
  1. Instagram: https://www.instagram.com/theleela/
  2. Facebook: https://www.facebook.com/theleela
  3. LinkedIn: https://www.linkedin.com/company/theleela/
  4. X (Twitter): https://x.com/theleelahotels
  5. YouTube: https://www.youtube.com/user/LeelaHotelsOfficial
- **Online travel agencies (OTAs):** Information and bookings are also accessible through authorised travel partners.
- **Marketing and communication channels:** Brand brochures, email communications, press releases, and integrated marketing campaigns are used to communicate service offerings, guest policies, accessibility features, sustainability initiatives, and brand experiences.
- **Direct guest assistance:** For further inquiries, guests may contact the Company through the details provided on the official website or visit any of The Leela hotels for in-person assistance.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Anchored in the philosophy of Atithi Devo Bhava and the Company's Mindful Luxury ethos, The Leela informs guests about safe and responsible use of its services through thoughtfully integrated communication and guest experiences across the stay journey. Key measures include:

- **In-room sustainability features:** Guest rooms incorporate amenities such as Aujasya glass water bottles, biodegradable dental kits, and reusable jute bags, reflecting efforts to reduce single-use plastics. Energy-efficient temperature and lighting controls further support mindful resource use while maintaining guest comfort.
- **Aujasya wellness programme:** Through the Aujasya wellness menu and curated wellness experiences, guests are introduced to holistic wellbeing practices and mindful lifestyle choices.
- **Curated guest engagement:** Experiences such as butler interactions, art walks, and heritage walks offer guests deeper insights into the property's cultural narratives while ensuring a safe and enriching stay.

- **Transparency on sustainability practices:** Information on the Company's sustainability initiatives—including IGBC and IFC EDGE certifications, Net Zero Waste to Landfill, CSR initiatives, and responsible procurement partnerships—is shared through digital display screens across hotels and the sustainability section of the Company's official website.

Through these measures, The Leela encourages guests to make informed and responsible choices while experiencing luxury hospitality.

3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.

The Leela has various channels of communication it uses for customer interactions in cases of service disruption or discontinuation. Modes of communication include emailers, the website, brochures, and physical channels such as customer helpdesks at hotels.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey regarding consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Not applicable. The Company operates in the luxury hospitality sector and does not manufacture physical products; information on services is communicated in accordance with applicable regulatory requirements. The Leela regularly undertakes consumer satisfaction assessments across its properties, including Net Promoter Score (NPS) surveys, with an NPS score of over 85, along with post-stay surveys and real-time feedback mechanisms to continuously enhance service quality and guest experience.

Assurance statement

Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153235175**

To

The Directors and Management of Leela Palaces Hotels & Resorts Limited

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Leela Palaces Hotels & Resorts Limited (formerly known as "Schloss Bangalore Limited"),Tower 4, Third Floor, Equinox Business Park Kurla West, Mumbai 400070 India** to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') of **Leela Palaces Hotels & Resorts Limited**, (hereinafter "Company") for the period from 01 April 2025 to 31 March 2026.

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/ framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by **Leela Palaces Hotels & Resorts Limited**, in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/ CIR/2023/122 dated July 12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/ CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/ PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period of FY 2025-2026 as listed below

Limited level of assurance of 'BRSR 9 Core Attributes'

and

Limited level of assurance for the rest non-financial quantitative disclosures in BRSR (Ref: Annexure II of SEBI circular) for -

Section A: **General Disclosures**

Section B: **Management And Process Disclosures**

Section C: **Principle Wise Performance Disclosure**

Principle 1: Essential Indicator 1, 2, 3, 4, 5, 6, 7

Principle 2: Essential Indicator 2

Principle 3: Essential Indicator 1-a, b, c, 2, 3, 4, 5, 7, 8, 9, 10-a, b, c, d, 12, 13, 14, 15

Principle 3: Leadership Indicator 1, 3, 4

Principle 5: Essential Indicator 1, 2, 3-a, 6

Principle 5: Leadership Indicator 3

Principle 6: Essential Indicator 2, 8, 10, 11, 13

Principle 6: Leadership Indicator 1,3, 4, 5

Principle 7: Essential Indicator 1, 2

Principle 8: Leadership Indicator 6

Principle 9: Essential Indicator 3, 5

Principle 9: Leadership Indicator 1, 4

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

Assurance statement (Contd.)

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The Management of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the Management is responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Limited Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

Limited Level of assurance for the rest non-financial quantitative disclosures of BRSR report (Ref: Annexure II of SEBI circular).

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1	Leela Palaces Hotels & Resorts Limited	**Corporate office** Tower 4, Third Floor, Equinox Business Park, Kurla West, Mumbai 400 070, Maharashtra, India.
2		**The Leela Palace Chennai** Adyar Seaface,175 Satya Dev Avenue ext, MRC Nagar Chennai – 600 028 Tamil Nadu, India
3		**The Leela Palace, Bengaluru** 23, HAL Old Airport Rd, HAL 2nd Stage, Kodihalli, Bengaluru, Karnataka 560008
4		**The Leela Palace New Delhi** Diplomatic Enclave, Chanakyapuri New Delhi- 110023 India
5		**The Leela Palace Jaipur** NH11, Kukas, Jaipur, 302028, Rajasthan, India
6		**The Leela Palace Udaipur** PO Box No. 125, Udaipur 313 001, Rajasthan India

Assurance statement (Contd.)

Conclusion

Limited level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 30 January 2026 to 23 April 2026, the identified BRSR indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limited Level of Assurance- BRSR Reporting Format

On the basis of the assessment procedures carried out from 30 January 2026 to 23 April 2026, TÜV SÜD has not become aware of any facts that lead to the conclusion that the selected Non-Core indicators have not been prepared, in all material aspects, in accordance with the Reporting Criteria.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Kolkata, July 29, 2026

Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Brototi Das
Verification Team Leader, TÜV SÜD
Management System Assurance

Annexure I

S. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	P6-E7
		Total Scope 2 emissions (Break-up of the GHG (CO_2e) into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	
		GHG Emission Intensity (Scope 1 +2)	
2.	Water footprint	Total water consumption	P6-E3
		Water consumption intensity	P6-E4
		Water Discharge by destination and levels of Treatment	
3.	Energy footprint	Total energy consumed	P6-E1
		% of energy consumed from renewable sources	
		Energy intensity	
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	P6-E9
		E-waste (B)	
		Bio-medical waste (C)	
		Construction and demolition waste (D)	
		Battery waste (E)	
		Other Hazardous waste. Please specify, if any. (G)	
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	
		Total waste generated ((A+B + C + D + E + F + G + H)	
		Waste intensity	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	
		For each category of waste generated, total waste disposed by nature of disposal method	

Annexure I (Contd.)

S. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9