

WEALTH CREATOR

PS Group is enriching all its
stakeholders in a sustainable way



PS  **GROUP**
It's Familytime

Sustainability Report
PS Group Realty Private Limited
FY 2024-25

Disclaimer

This report has been prepared for information purposes only and does not constitute professional advice or an invitation to invest. While due care has been taken in compiling the information, the Company assumes no responsibility for any errors, omissions, or consequences arising from its use.

For clarity, the legal entity name of the Company is PS Group Realty Pvt. Ltd. References to PS Group or 'PS' in this report should be understood as referring to PS Group Realty Pvt. Ltd.

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PS Group Realty Pvt. Ltd. integrates sustainability at the core of its developments.

Operating every asset to the highest standards.

To create enduring value for occupants, investors and communities.

With an approach driven by innovation, operational excellence and a relentless performance focus.

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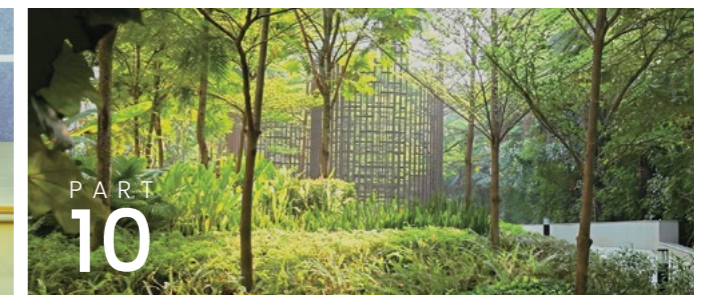
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This is the FY 2024-25 Sustainability Report of PS Group

This document

This FY 2024-25 document offers a comprehensive overview of our performance, ongoing projects, and strategic positioning underscoring our commitment to long-term value creation through sustainable practices. At the heart of our approach lie four foundational pillars:



Our reporting approach

Our ESG Report reflects our commitment to address factors that are most critical to our business, the environment, and our stakeholders. It provides transparent and measurable insights into these material priorities, outlining our strategy, roadmap, and approach to sustainable development.

Reporting cycle

1st April 2024 to 31st March 2025, unless otherwise specified.

Guidelines and standards

The ESG Report for FY 2024-25 has been prepared in alignment with the Integrated Annual Report FY 2024-25. It follows the GRI Standards 2021, the Integrated Reporting Framework.

Responsibility statement

The Board and management affirm their responsibility for the integrity of the information presented in this report. They attest that the contents provided are fair and transparent.

Scope and boundary

The scope and boundary of this report only include the development projects that PS Group Realty Pvt. Ltd. has operational control over.

Feedback

Share your thoughts via email at esg@psgroup.in



Forward-looking statements

Certain parts of this report contain forward-looking statements. These may be typically identified by the terminology used, such as 'could', 'should', 'intends', 'believes', 'expects', 'may', 'will', 'estimates', 'plans', 'assumes' and 'anticipates' or negative variations. These forward-looking statements are subject to risks and opportunities that could be beyond the Company's control or currently based on the Company's beliefs and assumptions of future events.

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About us

The legal entity name of the Company is PS Group Realty Pvt. Ltd. It was incorporated as a private limited company under the Indian law. The Company's headquarters are located in Kolkata, India.

The Company's operations are concentrated in India, with a focus on the Eastern region of the country. It is engaged in the real estate sector, with core activities spanning residential development, commercial leasing, and allied real estate services.

Core areas of activity

<p>Residential development Specializing in mid-to-premium housing, including high-rise gated communities and integrated townships.</p>	<p>Sustainable construction A leader in green building, with a strong focus on IGBC-certified projects, energy efficiency, water conservation, and biodiversity.</p>	<p>Commercial and mixed-use projects Expanding into office and retail spaces, both standalone and within residential developments.</p>	<p>Urban redevelopment Revitalizing old neighbourhoods with modern infrastructure while preserving their cultural heritage.</p>	<p>Joint ventures and land development Partnering landowners and investors to deliver end-to-end project development from planning and compliance to construction and sales.</p>
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These activities are backed by an integrated value chain covering land acquisition, design, sustainable sourcing, construction, quality assurance, regulatory approvals, marketing, customer engagement, and post-handover property management

Our Sustainability Reporting boundary approach



PS One10, New Town Action Area I

PS Group Realty Pvt. Ltd.	Antares	Sarat Bose Road	Residential
Subir Udyog Ltd.	Emperador	Chowringhee Road	Commercial
PS Group Realty Pvt. Ltd.	Jade Grove Phase 1	Radhanath Chowdhury Lane	Residential
PS Group Realty Pvt. Ltd.	Jade Grove Phase 2	Radhanath Chowdhury Lane	Residential
PS Vinayak Homes LLP	Navyom	Buroshivtala Road	Residential
PS Group Realty Pvt. Ltd.	One10	New Town Action Area I	Residential
Skieys Almondreal LLP	Quintessa	223c, Satin Sen Sarani, Maniktala Main Road	Residential and Commercial
River Front Condominium Pvt. Ltd.	Sansara	1 Acharya Tulsi Marg Salkia School Road	Residential
PS Vinayak Heights LLP	Vaanya	New Town, Action Area II	Residential
PS Group Realty Pvt. Ltd.	Avyana	Mohammadpur	Residential
Skies Enclave LLP	Dominion	43A Sarat Bose Road	Residential
PS Group Realty Pvt. Ltd.	Montage	9A New Tangra	Residential



PART ONE

Who we are.
What we create.
How we deliver.

Abacus, New Town

INTRODUCTION

Before you navigate
this Sustainability
Report...

This is what we
want you to
read.

Rendered image of Indoor amenity space at Sansara, Howrah



The greatest wealth of this world is undeniably the earth itself.

The earth provides us with the air we breathe, the water we drink, and the land we cultivate.

From lush forests and fertile soil to vast oceans and vibrant ecosystems, the earth sustains all forms of life and offers boundless resources to support our existence.

Unlike material possessions, the Earth's natural assets are finite yet invaluable, reminding us that true wealth can be enjoyed in preserving and respecting our environment.

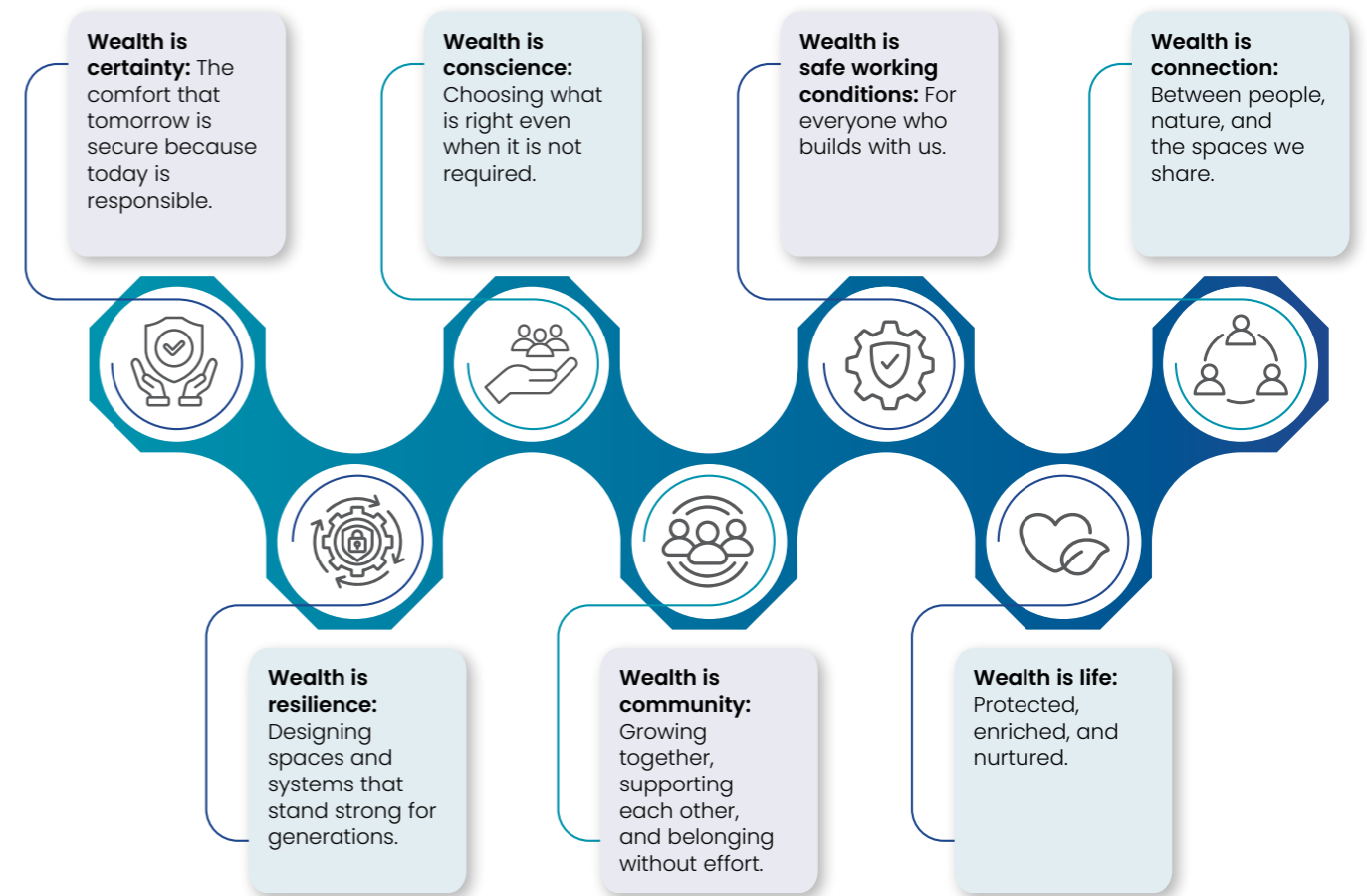
Our wellbeing and prosperity depend on safeguarding this precious planet, for it represents the foundation of life and the most enduring treasure we may possess.

What do we mean by wealth?



The earth is wealth: The foundation of every home, future and joy.

With PS Group, wealth starts with your home



With four decades of experience in building on soil, understanding its nature, accounting for wind and water, designing around the interplay of light and shadows, we have learnt that the earth is our primary teacher. The earth has sensitised us, awakened our conscience, empowered us, and showered us with abundance.

The air you breathe through the windows, the water that flows through your pipelines, the soil that holds history; these are not resources, but reminders. Reminders that life itself is the original wealth form that enhances these priorities:

*To live lightly.
To be grateful.
To care before we consume.*
And correspondingly the qualities of the earth have shaped our understanding of wealth and sustainability.

The PS Group's Sustainability Manifesto

At PS Group, sustainability is not an initiative. It represents our identity.

To engage with care



PS Aurus, EM Bypass

130+

Projects completed and delivered across Eastern India, embedding sustainability features in residential, commercial, and mixed-use developments.

10+

Green-certified projects underway, showcasing our alignment with IGBC standards and global benchmarks in responsible construction.

Every choice – from materials to experiences – is made with sensitivity to its impact.

We build green-certified sanctuaries and homes that breathe efficiency, conserve energy, and reduce our earth burden.

15+

Prestigious sustainability awards received over the decade (CNN News18 Green Champion, IGBC Green Awards, Realty+ Excellence Awards).

100

% of projects designed with energy-efficient lighting, HVAC recalibration, and low-flow plumbing fixtures delivering lasting environmental savings.

To thrive through teamwork



Pep talk session at our project Sansara

1,000+

Safety inductions conducted annually across our construction sites, protecting workers while ensuring safe, compliant building practices.

11,000+

Training person-hours delivered to employees, embedding knowledge on ESG, sustainability, and digital construction tools.

We co-create with teams, experts, and communities to build better, more human spaces

We build with a zero-harm promise where every worker's life is protected and valued above all else.

550+

Worker safety training sessions in FY 2024–25, reinforcing our zero-harm culture.



GRESB rating: 3/5



Participation and score



Peer Group Ranking

Predefined Peer Group Ranking



8 entities

Location: India

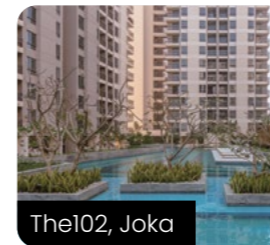
Property type: Residential

Multi-Family: High-Rise Multi-Family

Strategy: Non-listed

Status	Strategy	Location	Property type
Non-listed	Social/Affordable housing	India	Residential: Multi-Family: High-Rise Multi-Family

To work with integrity



The102, Joka

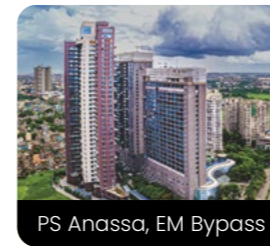
We design and build in ways that stay true to what is right for people and the planet

We build water-positive cities where every drop is harvested, replenished, and respected.

Net positive

All our projects that are designed with recharge pits, rainwater harvesting, and STPs, returning more water to the ecosystem than consumed.

To act with respect



PS Anassa, EM Bypass

Respect shapes how we treat land, resources, partners, and the lives that inhabit our spaces.

We build climate resilience with cyclone-proof structures designed for generations.

12–15

% of additional project cost absorbed to integrate climate resilience measures such as cyclone-resistant structures, deep pile foundations, and energy-efficient systems.

100

% of our projects that have undergone Environmental Impact Assessment

To listen and communicate



We listen deeply to understand how people live so we can create environments that truly elevate life.

We build communities, investing in schools, healthcare, and livelihoods.

CARE A

Credit rating achieved demonstrating that sustainability and governance together strengthen long-term financial and ecological resilience.

290

Seconds, our standard customer enquiry response time.

To honour commitments



PS Vaanya, New Town

We stand by our promise to build responsibly and enhance life quality for generations.

We deepen biodiversity, restoring ponds, planting trees, and welcoming birds into habitats.

18,500+

Trees planted under CSR programmes like the Nature Study Park, widening our green cover and deepening biodiversity.

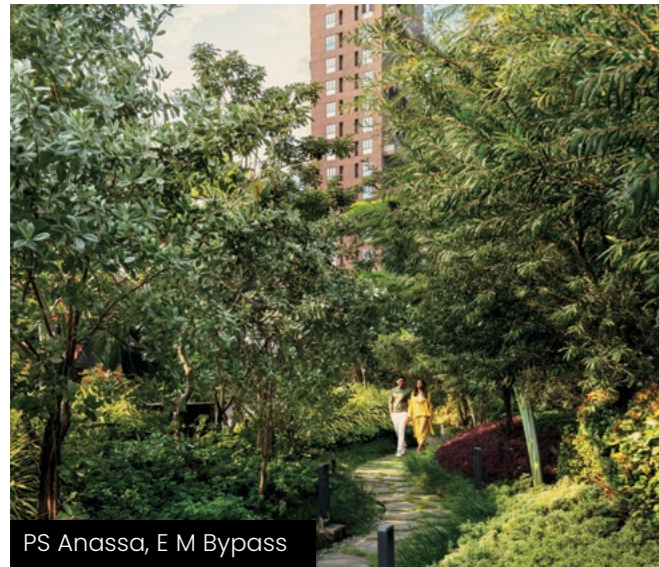
Integration of green landscapes and water bodies within the project premises



PS Abacus, New Town



The 102, Joka



PS Anassa, E M Bypass



PS Navyom, New Alipore



PS Jiva, Phoolbagan



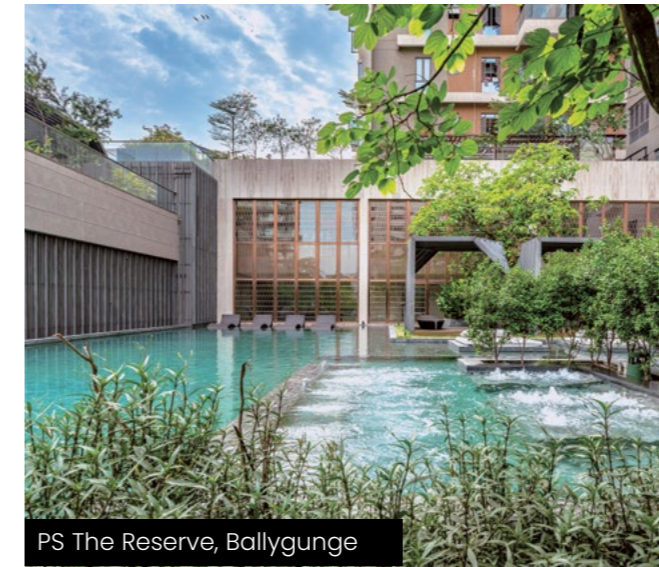
PS Zen, Topsia



PS Zen, Topsia



PS Panache, Saltlake



PS The Reserve, Ballygunge



PS Abacus, New Town



PS Abacus, New Town



The 102, Joka

PS Group's pioneering spirit in enhancing wealth for the earth has attracted appreciation and recognition.

PS Group's dedication to environmental responsibility and green living has been recognised by society.



ET Industry Leaders East Award: Excellent Real Estate Developer of the Year – PS Group



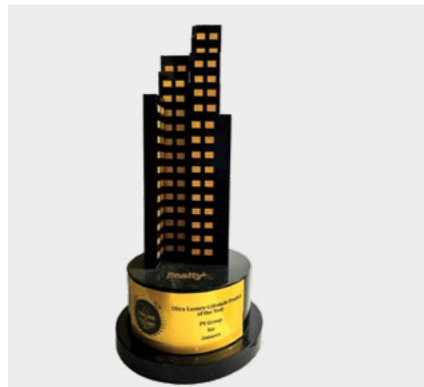
Realty Plus Award: Residential Project of the Year – Jade Grove



Realty Plus Award: Luxury Project of the Year – Quintessa



Economic Times Realty & Conclave Award: Residential Project (Mid-Segment) – One10 (Phase 1 & 2)



Realty Plus Award: Luxury-Lifestyle Project of the Year – Antares



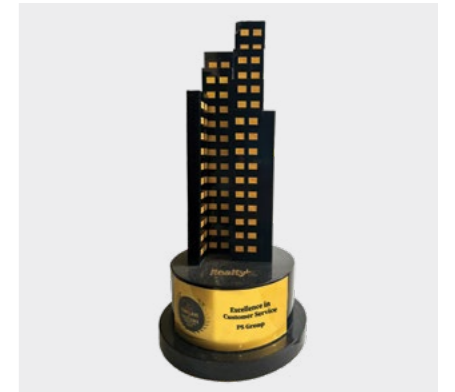
Economic Times Realty & Conclave Award: Residential Project (Theme-Based) – Vaanya



Realty Plus Award: Skyscraper Project of the Year – Sansara



Realty Plus Award: Developer of the Year (Residential) – PS Group



Realty Plus Award: Excellence in Customer Service – PS Group

Overview

This is wealth as we define it: Creation that elevates lifestyles, awakens the conscience, and leaves people and places better.

- We aim to reshape the mindset that causes impact.
- We design to reduce harm.
- We build to restore balance.
- We plan to protect what must endure.

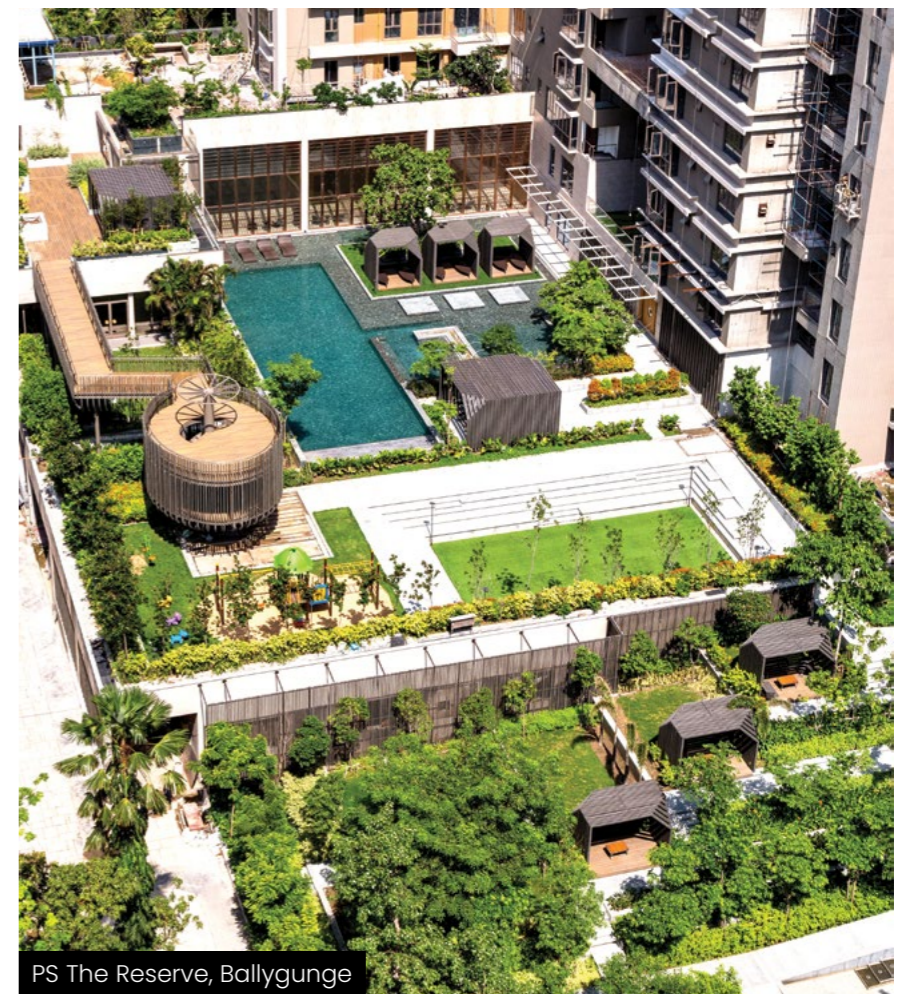
Our work, then, is not just to construct buildings, but to weave habitats where nature and humanity may thrive together.

Our responsibility is to return value.

To replenish everyone's ability to give.


To ensure that what we borrow today is available for generations to come.

By creating wealth for the earth; in resilience, biodiversity, comfort, and capacity, we create wealth that flows outward: to communities, cities, people, and futures.



PS The Reserve, Ballygunge

Awards for sustainability and green living

<p>Sustainability Champion – Green Living by CNN News18 Green Ribbon Champions, awarded to PS Group in 2024.</p>	<p>Contribution to Green Living by Network 18 Green Ribbon Champions, awarded to PS Group in 2023.</p>	<p>The Economic Times Sustainable Organisations recognised PS Group in 2023 for adopting 'Valuable Sustainable Initiatives'.</p>
	<p>Responsible Business Award by The Earth Festival, presented to PS Group in 2022.</p>	<p>Green Champion Award by the Indian Green Building Council, received by PS Group in 2020.</p>

Environment friendly projects

Our projects have frequently been celebrated for their environmental design and impact:

<p>Most Environment-Friendly Residential Space for Vaanya in 2024 (16th Realty+ Excellence Awards).</p>	<p>Most Environment-Friendly Commercial/Office Space for Abacus in 2024 (16th Realty+ Excellence Awards) and Emperador in 2023 (15th REALTY+ Conclave and Excellence Awards).</p>	<p>Environmental Friendly Commercial Project (Completed) for Abacus in 2024 (The Economic Times Real Estate Awards).</p>	<p>Environment Friendly Project of the Year – Commercial (East) for Abacus in 2023 (14th Estate Awards).</p>
<p>Environment Friendly Project of the Year for Navyom in 2020 and 2023.</p>	<p>Environment Friendly Project of the year Kolkata for Jiva in 2019 and Environment friendly project of the year – East for Jiva Homes in 2019.</p>	<p>Environment Friendly Project of the Year (Residential) for PS SRIJAN OZONE in 2016 and VYOM in 2018.</p>	<p>Environmental Friendly Project of the Year (Commercial) for PS SRIJAN Corporate Park in 2016 and 2017.</p>

IGBC Green Building Certifications

Multiple PS Group projects have been recognised for their adherence to green building standards.

<p>IGBC Green Residential Society – Platinum for Aurus in 2024.</p>	<p>IGBC Green Home – Platinum for The Hazelton in 2024.</p>	<p>IGBC Green Home – Gold for JIVA Homes, Anassa, Montage, and One 10 in 2024.</p>
<p>IGBC Green New Building – GOLD for PS Arcadia Centrum and Abacus in 2023.</p>	<p>IGBC Green Homes – GOLD for The Reserve, Invictus, and PS Esmeralda in 2023.</p>	<p>IGBC Green Homes – GOLD for Vyom and Aurus in 2022.</p>

Harit Bharat Excellence Awards

Our commitment to a greener India has been publicly acknowledged.

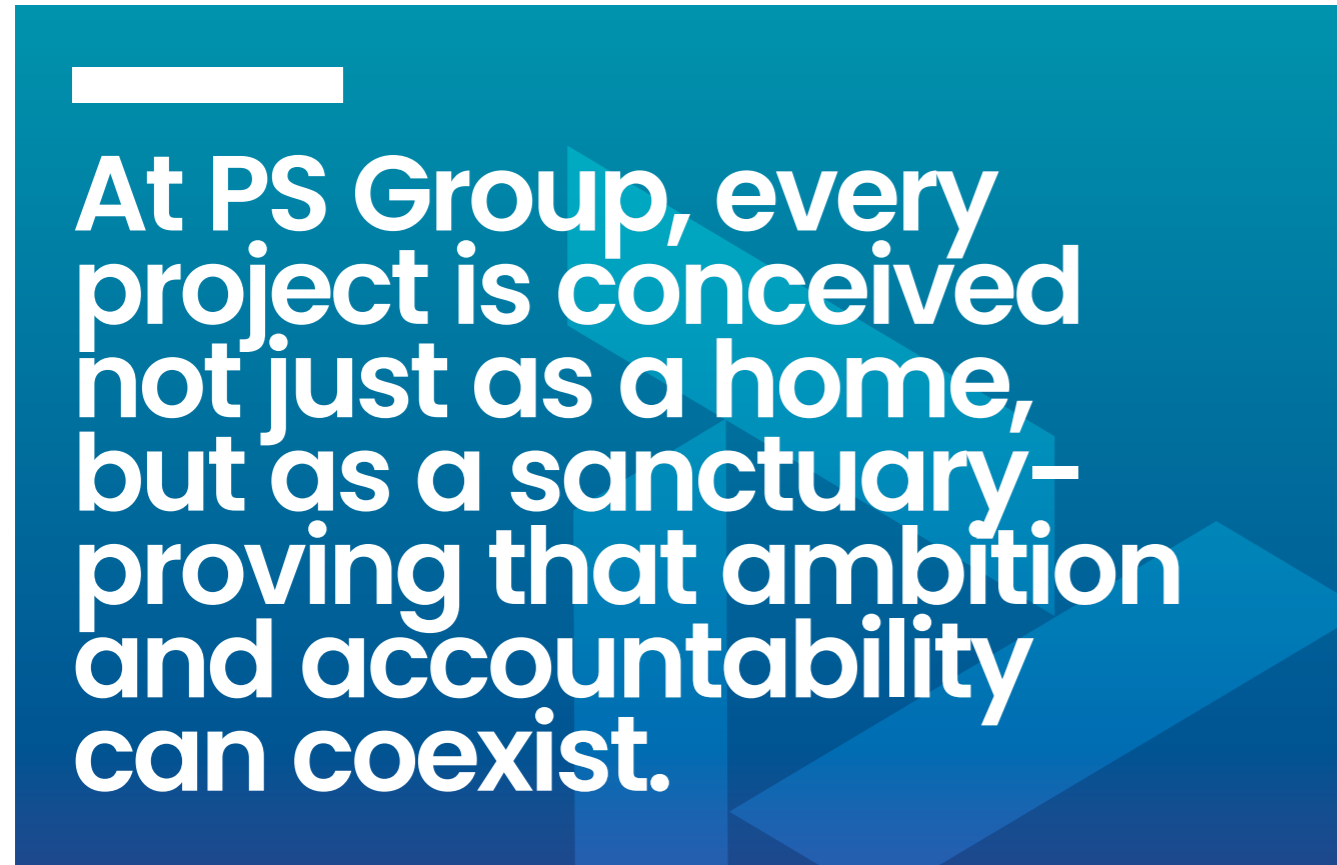
<p>Harit Bharat Technology – Design/Engg/ Fm Software for Abacus in 2024.</p>	<p>Harit Bharat Projects Residential (Completed) for The Reserve in 2023.</p>	<p>Harit Bharat Projects Commercial (Under Construction) for Emperador in 2023.</p>
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Themed and landscape projects

Our projects emphasising natural themes and innovative landscape design have also been recognised.

<p>Landscape Project of the Year– Residential for Navyom in 2024 (16th Realty+ Excellence Awards) and 2023 (15th REALTY+ Conclave and Excellence Awards).</p>	<p>Themed Project of the Year for Jiva Homes in 2024 (16th Realty+ Excellence Awards) and Jiva in 2023 (14th Estate Awards).</p>	<p>Residential Project – Theme Based (Completed/ Ongoing) for Jiva Homes in 2021 and 2024 (The Economic Times Real Estate Awards).</p>
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OUR CORPORATE SNAPSHOT



PS Group at a glance

157+

Real estate projects delivered over four decades of our existence

4.29/5

CSAT score feedback that drives continuous improvement



Great Place to Work®
First certified real estate brand: setting benchmarks in culture and employee experience

15,000+

Residents, living across PS Group communities

21.9

Million sq. ft delivered in the last 40 years



Ranked 3rd in India in 2025, among non-listed high rise multi family residential projects.

40+

Years of trust and leadership, one of Eastern India's leading real estate developers

243

Awards in the last decade: recognised for excellence, quality, and innovation



Multiple ISO certifications

First developer to achieve all three - ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018. Building with quality, responsibility, and safety

133

Projects in the first 35 years:

- 109 residential projects
- 24 commercial projects

24

Projects in the last 5 years:

- 9.4 Million sq. ft. delivered
- 18 residential projects
- 5 commercial projects

PS Group is one of Eastern India's leading real estate developers, with 130+ projects delivered over three decades and 25,000+ residents living in its developed properties.



The Company stands for climate resilience, integrating cyclone-resistant structures, energy-efficient design, and biodiversity-rich landscapes like Jiva Homes, where restored ponds attract migratory birds.

It stands for people-first values, with 11,000+ training hours delivered annually, 550+ worker safety sessions conducted, and community initiatives spanning schools, healthcare, and tree plantations.

With a CARE A credit rating, transparent governance, and award-winning sustainability practices, PS Group creates value for customers, vendors, employees, shareholders, and society alike.

Vision

To be the most trusted name in real estate globally

Mission

- Continuously strive to provide the best customer experience today, better than yesterday. Tomorrow, better than Today.
- Ensuring the most fulfilling lives to their occupants and making all their dreams come true and more – at prices they can easily afford, outperforming our promises through continuous innovations and improvements and designs specifications and service standards.
- Dealing fairly and squarely with our stake holders – partners, employees, suppliers, bankers, investors and regulators.
- Making our Group a great place to work by ensuring an inspiring work environment and encouraging people to learn and excel in working together.
- Making our Group a significant contributor in transforming our nation.

Our core values

- Integrity and Transparency
- Quality and Excellence
- Innovation
- Customer Satisfaction
- Community and Social Responsibility



Buyer meet at the launch of our project Sansara



Background

Incepted in Kolkata in 1985, PS Group has grown from a spark of ambition into a name that now defines the city's skyline. Across four decades, its imprint has been etched not merely in steel and stone but in the lives of families who inhabit the spaces it creates. Innovation, sustainability, and aesthetic sensitivity have become the grammar of its design, while every project is an orchestrated symphony of landscaping, spatial fluidity, and architectural grace. Recognised for timely delivery and uncompromising construction quality, PS Group is one of Eastern India's most trusted custodians of responsible urban living.



Presence

What began on EM Bypass in Kolkata has since extended to Chennai, Coimbatore, and Delhi. From premium residential enclaves to commercial hubs humming with enterprise, PS Group has consistently reimaged what contemporary Indian living can be. Its developments have not only altered skylines but elevated lifestyles, merging innovation with responsibility, modernity with sustainability. In Eastern India, PS Group is more than a developer; it is a benchmark, shaping the future of the region's urban experience.



The Company

Kolkata bears testimony to some of PS Group's most defining creations:

- PS Reserve, designed for the new-age professional.
- PS Hazelton (restored building), where luxury wears its sustainability lightly.
- PS Volt (commercial), offering seamless connectivity and thoughtful amenities.

In the commercial realm, PS Abacus in New Town and PS Invictus on Rowdon Street embody a new vocabulary of workspaces: efficient, green, and future-ready. Guided by a customer-first philosophy and a commitment to green practices, the Company continues to set new standards, one project at a time.



Wealth creator

At PS Group, we see wealth not as material possessions, but as positive change. Prosperity is created when development improves how people live, enhances awareness, and leaves every place better than before. Our approach is built on responsibility, designing to minimise harm, building to restore equilibrium, and planning to protect what matters most. For us, a project is not just a concrete structure; it is a living environment where communities, nature, and wellbeing can flourish together.



Operations

Every PS Group development is a dialogue with the city. Be it luxury condominiums that redefine aspiration, IGBC-certified green buildings that demonstrate accountability, or integrated townships that stitch together communities, the common thread is a respect for sustainability. Open green lungs, energy-efficient systems, and smart infrastructure are not add-ons but essentials. The Group's commitment is not only to shape the city's built fabric but to create lifestyles that are healthier, more efficient, and more humane.



Sustainability

Our commitment is to give back more than we take. Every choice we make is rooted in the belief that today's resources belong equally to tomorrow. By enhancing resilience, nurturing biodiversity, and expanding comfort and capacity, we generate value that ripples outward, enriching neighbourhoods, empowering people, and strengthening generations. This is the kind of wealth that begins with gratitude and evolves into legacy.



Employees

PS Group comprises a team of 547 professionals (as of 31st March 2025), a workforce young in spirit: 92% under the age of 45 possessing diverse skills like finance, sales, operations, research, procurement, and quality assurance. It is this collective of competencies and energies that translates the Group's vision into reality, ensuring that each project bears PS's stamp of excellence.

547

Professionals, as of 31st March 2025

92%

Of the employees, under the age of 45, representing a young and energetic team

PART TWO

Perspectives of our management



FROM THE DESK OF THE DIRECTOR & MANAGING DIRECTOR EMERITUS

At PS Group,
we believe
that to walk
softly is not
to move
slowly, but to
tread wisely



Mr. Surendra Kumar Dugar
Director & Managing Director Emeritus



Overview

There are many ways in which human beings walk the earth. Some walk hurriedly, eager to exploit, extract and consume. Others walk heavily, leaving scars of excess.

At PS Group, we have chosen a different way – of walking softly, with reverence and gratitude, as companions rather than conquerors of the soil beneath our feet.

This choice is not an embellishment to our business; it represents the essence of our existence. We are not here merely to enhance wealth for ourselves or our stakeholders. We are here to become a ‘wealth creator for the earth’. Our task is not simply to preserve nature but to enrich it, to ensure that the ground we build upon, the air we breathe, and the water we draw leave this partnership stronger, not weaker.



Walking softly, thinking deeply

For nearly four decades, PS Group has shaped the skyline of Eastern India. But behind every structure lies a narrative: of restraint, responsibility, and sensitivity. To us, a project is never just about concrete and glass; it is about designing habitats that allow nature and humanity to flourish together.

To be a responsible wealth creator for the earth is to see real estate development as stewardship. Each tree planted, each water drop saved, each energy watt conserved is a form of wealth that may not be found in financial ledgers, but in the resilience of ecosystems and the health of communities. This wealth belongs not only to today’s homeowners but to generations unborn.

Environment, Social and Governance (ESG) as the inner compass

In recent years, the global vocabulary has been enriched with the language of ESG. For us, however, this language is not new; it is an articulation of what has always guided us. Before ESG

frameworks were codified, we aligned ourselves to the ancient values: *ahimsa* or *non-violence* towards all life, and *aparigraha* or mindful consumption. These values have shaped our decisions from material sourcing to community engagement.

Today, ESG is no longer an implicit philosophy but an explicit compass. It directs how we think about design, construction, governance, and human development. Our projects are water-positive, designed for energy efficiency, and increasingly aligned with global green building standards. We are learning to capture data with greater precision, to hold ourselves accountable with transparency, and to measure wealth not only in terms of profit but in terms of replenishment.

Creating wealth beyond shareholders

Traditionally, companies are evaluated by how much shareholder wealth they generate. We have extended that definition. For us, true wealth is multi-dimensional:

- **It represents ecological wealth**, in the form of replenished water tables, thriving biodiversity, and cleaner air.
- **It is social wealth**, expressed in safer workplaces, healthier communities, and more inclusive opportunities.
- **It is cultural wealth**, preserved through sensitive redevelopment that respects heritage even as it renews infrastructure.
- **It is financial wealth** because sustainable growth cannot exist without sound economics.

But above all, it is the wealth we create for the earth itself, so that it remains a fertile ground for the aspirations of all humanity.

Human dimension

At PS Group, sustainability is not restricted to materials and methods. It is also about our people. Every worker on our sites, every employee in our offices, and every family in our resident communities is a partner in our journey. Their safety, dignity, and growth are inseparable from our commitment to sustainability.

We have built a culture of zero harm, equipping our people with

Our relationship with customers is central to our growth. We are here because of their trust, and improving their quality of life remains our priority.

How we engage with customers and partners reflects our values. We see them as part of the PS Family, not just stakeholders.

Accessibility is our culture. Anyone can reach out, share concerns, and connect with us directly; without layers or barriers. We believe in being open, approachable, and always available.



knowledge, protection, and voice. Our recognition as a ‘Great Place to Work’ is more than a badge; it is an affirmation that sustainability begins with human well-being. We also extend this care outward, through CSR initiatives in the areas of education, health, and environment protection, because communities deserve to prosper alongside the structures that rise around them.

Recognition as encouragement

Over the past few years, our approach has received recognition from peers and institutions: from IGBC’s certifications to CNN News18’s Sustainability Champion award. These honours encourage us, but do not define us. What defines us is the quiet satisfaction of knowing that each project we complete leaves behind not depletion but renewal, not extraction but enrichment.

Challenges ahead

The times before us are challenging and complex. Climate change is no longer a prospective possibility but a lived present

day reality, visible in heatwaves, cyclones, and shifting rainfall patterns. These challenges demand more than compliance; they demand imagination. We are investing in resilient designs, deeper foundations, renewable energy systems, and water security measures. These are not expenses; they are the dividends of foresight – wealth created for the earth so it may continue to sustain us.

Road forward

Our journey is far from over. In the years ahead, we will deepen our role as wealth creators for the earth in three ways:

- One**, by advancing climate resilience, making every project a fortress not against nature but in harmony with it, capable of adapting to extremes while nurturing comfort.
- Two**, by broadening inclusivity, ensuring diversity in our workforce and fairness in our value chains, validating that equity itself is a form of wealth.
- Three**, by institutionalising knowledge, creating data-driven systems that track, measure,

and improve sustainability performance, leaving behind not only projects but a body of wisdom for generations with great values and principles.

Philosophy for generations

Decades from now, we do not wish to be remembered merely as builders of towers and townships. We wish to be remembered as cultivators of trust, guardians of balance, and creators of wealth for the earth.

This is our philosophy: that buildings are temporary, but values endure. That square feet are finite, but stewardship is infinite. That to walk softly is not to move slowly, but to tread wisely.

At PS Group, our ambition is simple: to shape a legacy where every project speaks not of conquest but of care. A legacy where the earth herself can look upon our work and say they were wealth creators, not just for themselves, but for itself.

Surendra Kumar Dugar
Director & Managing Director Emeritus

THE DIRECTOR'S PERSPECTIVE



Mr. Ravi Kumar Dugar
Director

—
At PS
Group,
we have
embedded
ESG into
our DNA





Overview

At PS Group, ESG is not a programme we manage on the sidelines; it is the quiet rhythm that underlies everything we do. It sits in our organisational DNA – not as an accessory, but as the core that lends purpose, resilience, and permanence to our growth story. It is the conviction that growth without responsibility is hollow, and that the only growth worth pursuing is the one that honours people, place, and planet.

For stakeholders – investors, suppliers, customers, employees – this is more than a corporate narrative. It is assurance. Assurance that every square foot we design, every material we source, every relationship we build, is aligned to a future that is profitable and principled.

Our ESG journey formally began in 2015 with our membership in the Indian Green Building Council (IGBC). But if you trace the thread back, you will find the same principles woven into our earliest years. In the past decade, this journey has deepened: green-rated projects have become the norm, structured policies have provided direction, and measurable goals have introduced accountability.

Today, our ESG principles are not perched at the edge of our business but they flow through its veins.



Environment: The grammar of sustainability

For us, environmental stewardship begins with humility – the recognition that we borrow the earth from future generations. With this awareness, we act not as builders alone but as custodians, embedding responsibility into every stage of our design, construction, and operations.

Water, the element most intimately tied to life, has been a focal point. We are already net-positive for water – a milestone achieved through a threefold approach: recharge through groundwater pits, reuse through sewage treatment plants, and harvest through rainwater collection. Water, in our projects, does not trickle down the drain; it circulates, renews, and returns.

Our environmental measures are not afterthoughts patched onto the blueprint. They begin at the drawing board. At the design stage itself, sustainability is coded in the ventilation planned for natural airflows, landscaping designed for biodiversity, materials

chosen for low embodied carbon. The process is aesthetic and ecological, producing spaces that are graceful and yet responsible.

Technology lends us its precision. Advanced sensors, monitoring tools, and datasets allow us to benchmark, compare, and continually improve. If the principles of *ahimsa* (non-violence) and *aparigraha* (mindful consumption) guide our spirit, data ensures that this intent is translated into measurable progress. The outcome is design that is not only functional but regenerative, not only modern but mindful.

Social: The circle of care

Buildings without people are structures; buildings with people become communities. Our social lens focuses on nurturing a sense of community, improving life quality, and extending the care circle to employees, residents, and neighbours.

For our employees, we provide more than salaries: we offer wellness programmes, health initiatives, and workplaces

designed for safety and inclusion. For our residents, we create not just apartments but ecosystems: spaces for play, dialogue, quietude, and connection. For our surrounding communities, we run development projects, education initiatives, and knowledge-sharing programmes that bring ESG into the everyday lives of people.

The practice of *syadvad* (respecting multiple viewpoints) and *anuvrat* (small daily commitments) finds its echo here. At PS Group, inclusivity is not a slogan; it is a lived practice. We measure Customer Satisfaction Scores (CSAT), not to tick a compliance box, but to listen, learn, and evolve. Feedback does not sit in reports; it flows into better designs, services, and relationships.

By making ESG a shared responsibility – residents segregating waste, vendors adopting sustainable practices, employees sharing knowledge – we ensure that sustainability is not only a corporate act but a collective movement.

Governance: The compass of integrity

If ‘environment’ is about stewardship and ‘social’ is about community, ‘governance’ is about the compass ensuring that our direction remains true, transparent, and fair.

We have built governance structures where ESG oversight is embedded, not appended. Policies, committees, and voluntary groups provide cross-functional accountability. An ESG committee, drawn from multiple functions, ensures that responsibility is diffused, not concentrated. Regular audits and superior credit ratings reinforce our credibility.

We measure our effectiveness not only by internal benchmarks but also by global standards. Participation in initiatives such as GRESB compares our performance with international peers, reminding us that the pursuit of good governance is never static but always striving.

Here, the values of *satya* (truthfulness) and *asteya* (integrity) light the way. They keep ethical reporting and anti-corruption practices at the core of our operations. They remind us that governance is not a framework but a culture.

Many small steps, one big journey

The past year has not been marked by one dramatic announcement but by dozens of steps – waste segregation at sites, energy monitoring systems, site-level cooling innovations, and vendor modernisation practices. Each initiative, small in isolation becomes weighty when accumulated. Together they nurture a culture where the sustainability responsibility is not outsourced to a department but becomes second nature.

Beyond the Company’s perimeter, our role extends into industry bodies such as CREDAI, where we share, learn, and co-create ESG practices. By championing ESG in Eastern India’s real estate sector, we are not only strengthening our leadership but lifting the collective bar of sustainability for the entire ecosystem.

Vendor and partner engagement: Multiplying impact

Sustainability has little meaning if confined to our walls. Real change comes when the ripple extends across the value chain. This is why we actively engage with vendors, contractors, and partners, encouraging mechanisation, the adoption of renewables, and a modernisation of construction practices.

We have guided partners towards sustainable material handling, cleaner energy, and circular practices. The result: efficiency, safety, and sustainability embedded into processes that extend beyond our direct control. When vendors internalise ESG, the multiplier effect is significant – the ecosystem modernises, costs stabilise, and long-term resilience is built.

ESG as a silent value driver

We do not position ESG as a marketing tool, yet its impact is visible in ways no campaign can replicate. Stakeholder trust deepens, sales velocity quickens, and industry recognition expands. Customers prefer a home that is not only beautiful but also responsible. Channel partners find confidence in an organisation that is transparent. Employees take pride in working for a company whose values match their own.

Thus, ESG becomes a silent but powerful value driver, an unseen force that propels growth, builds

resilience, and safeguards reputation.

Roadmap: From organisation to institution

Our sustainability journey is far from complete. The road ahead is about greater precision, deeper knowledge, and wider integration.

Data-driven monitoring: Building robust datasets on energy, water, waste, and air to inform every decision.

Research capabilities: Investing in tools, partnerships, and talent that make us thought leaders in green construction.

Knowledge bank: Documenting insights from residents, vendors, and operations to continuously refine practices.

Grievance management: Strengthening channels to ensure that every voice is heard and acted upon.

But beyond systems and metrics lies the larger aspiration: To evolve from being a successful organisation into becoming a trusted institution. Institutions endure because they are rooted not in quarterly profits but in timeless principles.

The legacy we wish to leave behind is not limited to buildings; it represents the culture of trust, transparency, and respect that those buildings embody. Our philosophy rests on self-discipline, simplicity, and the interconnectedness of all life values that outlive projects and permeate relationships.

In embedding ESG into our DNA, we are not merely shaping spaces. We are shaping futures.

In that act lies the true measure of our success.

Ravi Kumar Dugar
Director

Planning with care today. Building responsibly for tomorrow.



Overview

Sustainability at PS Group is not an abstract aspiration. It is a lived practice, reflected in the everyday choices made across construction sites, offices, and communities. The organisation's commitments are translated into tangible action on the ground—where sustainability is demonstrated through the way water is used, waste is managed, energy is conserved, safety is upheld, and people cared for. The result: PS Group has embedded sustainability into the daily rhythm of its operations.



Water: Becoming net-positive

Water is one of the most critical resources in real estate development and also one of the most endangered. PS Group's goal is to ensure that every project not only reduces its water footprint but also contributes positively to local water availability.

A threefold strategy guides this approach. Recharge is achieved through rainwater harvesting pits that replenish groundwater tables. Reuse is enabled through Sewage Treatment Plants (STPs), which treat wastewater for use in landscaping and flushing. Harvesting systems capture seasonal rainfall to meet non-potable needs. Through these measures, PS Group has already achieved a net-positive water status across projects, returning more water to the natural cycle than it consumes. Digital meters monitor consumption and efficiency in real time, allowing practices to be strengthened year after year.

Energy: Designing for efficiency and transition

Buildings are responsible for significant energy use; energy stewardship at PS Group begins at the design stage. High-performance windows reduce thermal gain, while energy-efficient lighting and appliances are standard across projects. Solar panels and EV charging infrastructure are being deployed to reduce dependence on the grid, and HVAC recalibration along with building envelope design ensures thermal comfort while reducing energy intensity.

At select projects, smart energy monitoring systems provide residents a real-time visibility into their consumption, encouraging behavioural shifts toward conservation and efficiency.

Waste: Closing the loop

Construction is one of the largest generators of waste; unmanaged disposal can cause severe environmental damage. To address this, PS Group has embedded robust

waste segregation and recycling practices across its sites. Dedicated zones for wet, dry, and hazardous waste ensure responsible handling. Authorised vendors manage electronic and hazardous waste, while on-site composting units convert organic waste into usable manure. Excavated earth is reused for landscaping and levelling, and rebar couplers reduce steel wastage and embodied carbon. The objective is not just disposal, but circularity—ensuring that materials find their way into productive use rather than in landfills.

Biodiversity and landscaping

In an urbanising Kolkata, biodiversity is often the silent casualty of growth. PS Group integrates ecological sensitivity into its designs by prioritising native tree species to support local ecosystems. Green cover is expanded beyond statutory requirements, with open spaces designed as lungs for residents and communities. Water bodies

are retained or recreated wherever possible to enhance natural cooling and groundwater recharge. Our award-winning Jiva Homes project exemplifies this approach through water gardens, lotus ponds, and migratory bird habitats woven around the built environment.

Safety and well-being at sites

Construction sites are high-risk environments, and safety is treated as a moral responsibility rather than a compliance requirement. A comprehensive framework supports this commitment. Daily toolbox talks reinforce safe practices, while monthly safety drills prepare workers for emergencies. Heat-stress measures such as glucose water and shaded rest zones protect workers during summer peaks. Dust control systems improve air quality, and peripheral coverings and sanitation facilities ensure hygiene and dignity. The guiding principle is clear: no project milestone is worth more than a human life.

In FY 2024-25, more than 1,000 safety inductions and 550 training sessions were conducted across the workforce, covering scaffolding, electrical safety, hot work protocols, excavation safety, and emergency response.

Employee well-being and development

Sustainability extends into PS Group's offices as well. Ergonomically designed workstations prevent musculo-skeletal issues, while regular monitoring of CO₂ and humidity ensures healthy indoor air quality. Employees enjoy access to counselling, mindfulness workshops, and fitness initiatives, along with annual health checks and preventive screenings.

On the development front, more than 11,000 training person-hours were delivered during the year, spanning technical skills, digital tools, and leadership development. PS Group's recognition as a 'Great Place to Work' reflects not only strong systems and policies, but also a culture where sustainability begins with a respect for people.

Vendor and supply chain engagement

Real change requires an ecosystem approach. Suppliers and contractors are integral partners in PS Group's sustainability journey. Engagement includes a vendor code of conduct aligned with ESG principles, onboarding audits to assess safety, material quality, and ethical compliance, training on mechanisation and modernisation to reduce manual strain and increase efficiency, and encouragement to adopt renewable energy at their own facilities. By strengthening partners, sustainability is extended beyond immediate operations into the broader value chain.

Climate resilience in practice

Climate change is affecting project environments through heatwaves, cyclones, and flooding. In response, PS Group is adopting resilience measures such as cyclone-resistant structures with reinforced facades and drainage systems, deep pile foundations to counter rising groundwater levels, and landscaping strategies that reduce the urban heat island effect. Insurance adjustments and cost absorption help maintain delivery commitments despite climate shocks. Although these investments have increased project costs by 12-15%, they are viewed as safeguards for long-term environmental and community security.

Governance and accountability

Sustainability must be measurable and accountable. At PS Group, strong governance structures include quarterly ESG reviews at the leadership level, a cross-functional ESG Committee integrating brand, finance, technical, legal, and operations inputs, Standard Operating Procedures defining roles, workflows, and grievance redressal, and regular audits with third-party assurance by SGS India for FY 2024-25. Transparency remains a discipline and a trust driver.

Our roadmap

While progress has been made, the journey remains demanding. Key focus areas include advanced monitoring through IoT-enabled sensors for the real-time tracking of water, energy, and waste; knowledge systems have helped build a centralised sustainability database for learning and design improvement; inclusive diversity has been achieved through stronger gender representation and equity at every level; community engagement has been expanded through CSR initiatives in education, health, and skill-building with measurable impacts. The ambition is not merely to align with global standards, but to set benchmarks for Eastern India's real estate sector.

Conclusion

Sustainability at PS Group means ensuring that the homes built today are safe havens for families and secure inheritances for tomorrow. It means creating wealth not only for stakeholders, but also for the earth itself. Every pit dug, every brick laid, and every tree planted carries this responsibility. Sustainability is not a future goal—it is a present reality, unfolding daily through the choices that shape how PS Group builds, operates, and grows.

Lower Impact. Higher Value.

Renewable energy

100%

Projects with solar and EV integration

Construction waste

75%

Diverted from landfill

Water balance

Net positive

Water balance maintained across all projects (we replenish more than we consume)

Community impact

10,000+

Community members impacted annually

Responsible supply chain

100%

Vendors who are ESG-screened and trained

Culture

100%

Employees trained annually on ESG, safety and ethics

Resilience

30%

CO₂ reduction target by 2030 (5,40,000 Tonnes avoided)

Biodiversity

30,000+

Trees sustained across projects and CSR

12+

Lakh Shrubs planted since 2018

Governance

3rd

Ranked in India (GRESB Score 93/100)

Inclusion

30%

Women workforce

1st


Real estate brand in East India to be certified as a Great Place to Work in 2025


Lower ▼


(What we reduce, prevent, or optimise)


Lower footprint. Lower strain. Lower harm.


Environment


- 


Lower water use
Through recycling, rainwater harvesting and groundwater recharge
- 

Lower earth displacement
By reusing excavated soil responsibly
- 

Lower carbon emissions
Through energy-efficient design and renewable energy integration
- 


Lower construction waste
By segregation, recycling, reuse and circularity
- 

Lower energy consumption
Using efficient lighting, HVAC and green building systems
- 

Lower dependence on fossil fuels
Through EV infrastructure and solar adoption
- 

Lower resource strain
By sourcing locally and responsibly

Social

- 


Lower safety incidents
Through zero-harm protocols and daily toolbox talks


Higher ▲

(What we enhance, build, or strengthen)

Higher resilience. Higher well-being. Higher impact.


Environment


- 

Higher biodiversity
More trees planted, ponds restored, habitats revived
- 

Higher resilience
Climate-smart design, cyclone-resistant structures

Social

- 

Higher well-being
Healthier homes, better ventilation, vibrant community spaces
- 

Higher community impact
Education, healthcare, skill-building
- 

Higher inclusion
Women in technical, leadership and frontline roles

Higher capability

Skilled workforce, trained vendors, ESG-aligned culture

Governance

- 

Higher trust

 - Transparent governance
 - Ethical business practices



What's next: Our road ahead

PS Anassa, beside J W Marriott

By 2030, our ambition is to reduce operational carbon intensity per square foot by half, and progressively move towards full carbon neutrality by 2050.

The story of sustainability is never concluded; it is re-written every day, with every choice. At PS Group, our next chapter is about raising the bar from compliance to leadership, from intention to quantifiable impact.

Towards carbon neutrality

We are preparing a roadmap to align with global net-zero pathways. By 2030, our ambition is to reduce operational carbon intensity per square foot by half, and progressively move towards full carbon neutrality by 2050.

Deepening circularity

We will move beyond recycling into a full circular economy framework, designing projects where materials loop back into productive life. From low-carbon concrete to modular construction, we are committed to reducing embodied carbon while enhancing efficiency.

Biodiversity as wealth

We envision every project as an ecological sanctuary. By partnering environmental experts, we aim to measure and restore biodiversity across our developments - counting not only trees planted, but species nurtured, habitats protected, and micro-climates created.

Our future is not about building higher towers, but deepening trust. It is about leaving footprints not of cement, but of care. What lies ahead is simple yet profound: to become not only a builder of homes, but an institution of hope, resilience, and responsibility - a true wealth creator for the earth.

Digital ESG at scale

The future of sustainability is digital. Through IoT sensors, AI-driven dashboards, and BIM-integrated design, we will create a living system of data that tracks energy, water, waste, and emissions in real time. Knowledge will flow seamlessly into decisions, enabling us to adapt faster and smarter.

Social impact with measurable reach

Our commitment to communities will be measured not just in rupees spent but in lives touched. We will report the number of students educated, patients served, and livelihoods improved, embedding Social Return on Investment (SROI) into every CSR initiative.

Expanding supply chain responsibility

We will extend our ESG standards across our value chain, ensuring vendors and partners become co-custodians of sustainability. Training, audits, and incentives will make responsibility the shared language of every contract.

Global benchmarking

By mapping our progress against the UN Sustainable Development Goals and aligning with frameworks like ISSB and TCFD, we aim to position Eastern India's real estate industry on the global ESG map.

PART THREE

PS Group. Touching and transforming lives



Community-centric living spaces at PS One10, New Town Action Area I

PS Group. Enhancing 'wealth' for each stakeholder

At PS Group, every stakeholder is a partner in a larger covenant with the earth at its centre. In creating wealth for customers, vendors, employees, communities, government, society, shareholders, and lenders, we affirm: that true prosperity is not measured in Balance Sheets, but in trust renewed, ecosystems replenished, and legacies built to outlast us.

Customers

For our customers, we create more than square feet; we deliver ecosystems of well-being. Every PS home is designed as a sanctuary: energy-efficient, water-positive, and climate stress resilience where families discover the rare luxury of time, community, and trust.

- Homes designed as sanctuaries that extend beyond square feet
- Sustainable, resilient spaces fostering community and well-being

Vendors

For our vendors and contractors, we are not just clients, but partners in progress. By encouraging mechanisation, ethical sourcing, and ESG compliance, we modernise their practices while stabilising their businesses, ensuring that our supply chain becomes stronger and more resilient.

- Partnerships built on mechanisation, ethical sourcing, and ESG compliance
- Stronger, more resilient supply chains and business stability

Employees

For our employees, we nurture more than careers we offer purpose. From robust safety frameworks and health initiatives to 11,000+ hours of training and mentorship, we empower our people to grow, contribute, and belong in an environment that values dignity as much as delivery.

- Empowering careers with safety, health, and training opportunities
- Creating purpose-driven, dignified, and growth-oriented workplaces

Society

For society at large, we offer proof that aspiration and accountability can coexist. Our developments become living examples of how modern lifestyles can be environmentally responsible, socially inclusive, and culturally sensitive, setting benchmarks for Eastern India's real estate sector.

- Demonstrating that aspiration and accountability can coexist
- Setting benchmarks for sustainable, inclusive, and sensitive urban living

Shareholders

For our shareholders, we create enduring wealth grounded in governance and trust. Sustainable growth, timely delivery, and strong brand equity translate into returns that are resilient across cycles value that is as ethical as it is financial.

- Delivering resilient, ethical, and sustainable returns
- Building wealth anchored in governance, trust, and brand strength

Lenders

For our lenders and financial partners, we offer the assurance of prudence. Transparent disclosures, a CARE A credit rating, and disciplined risk management practices inspire confidence that their capital is invested in an institution built for resilience and longevity.

- Confidence through transparency, credit strength, and prudence
- Assurance of long-term resilience and responsible capital management

Consultants

For our consultants and collaborators, we provide a platform where creativity finds realisation. Architects, engineers, and advisors see their ideas translated into sustainable urban forms, knowing they are part of a brand that marries ambition with responsibility.

- A trusted platform for creativity and innovation
- Turning ideas into sustainable, responsible urban developments

Peripheral communities

For peripheral communities around our projects, we extend the circle of care. Be it through education programmes, tree plantations, healthcare drives, or skill-building, we ensure that our presence uplifts neighbourhoods and strengthens their resilience.

- Extending care through education, healthcare, and green initiatives
- Uplifting neighbourhoods and building resilience around project sites

Government

For governments and regulators, we are steady partners in building sustainable cities. By exceeding compliance, pioneering IGBC-certified green buildings, contributing to urban development goals and the exchequer (through taxes), we reinforce trust that industry growth can go hand-in-hand with public purpose.

- Reliable partner in compliance, green building, and urban development
- Contributing to the exchequer and reinforcing trust in public purpose

PS Group. Enhancing 'wealth' for a range of stakeholders

A worker finds dignity in safety

Ramesh, a migrant labourer from Bihar, came to Kolkata with little more than a bag of clothes. At earlier project sites, safety gear was optional and drinking water was scarce. At a PS Group project, however, he was given a helmet, gloves, and safety shoes on his first day. Toolbox talks every morning reminded him that his life was valued. With access to clean water, sanitation, and timely wages, his family's life back home became more stable.

"Prothom barer moto mone holo, ami shudhu ekjoda haat noi, ekjon manush, jar rakkha kora dorkar". (For the first time, I felt like I was not just a pair of hands, but a human being worth protecting,) Ramesh says.

A mother sees education blossom nearby

Anita Devi, who lives in a settlement near a PS Group site, worried about her children's schooling. Through the Group's school adoption and community education initiatives, her daughter now attends a better-equipped school with books, digital learning aids, and regular health camps. Anita smiles: "When my daughter comes home and explains maths faster than I can follow, I know her future will be better than mine."

A resident learns the value of every drop

In a housing complex developed by PS Group, Rahul, an IT professional, noticed his water bill drop after smart meters were installed. Rainwater harvesting pits and dual plumbing meant that even during peak summer, water supply was steady. The green resident committee, of which he is a part, discusses ways to reduce wastage. "Earlier, water was invisible. Now, every litre saved feels like an achievement," he shares.

A supplier modernises with responsibility

Sudesh, who runs a mid-sized cement supply company, recalls being anxious when PS Group introduced its Vendor Code of Conduct and sustainability audits. "We had to reduce wastage, and adopt safer handling practices," he says. Today, her company has cut costs and improved efficiency. "It was tough at first, but now I see how modernisation and responsibility go hand in hand," he adds.

A customer buys more than a home

When Priya and her husband booked a flat at PS Aurus, they were impressed not only by its luxury but also by the thoughtfulness of its design. With IGBC-certified green building features low-flow fixtures, energy-efficient lighting, and landscaped green lungs Priya says she feels part of a movement larger than herself. "I wanted a safe, healthy home for my children. What I got is also a lesson in how modern living can coexist with the planet," she reflects.

A young employee finds purpose in work

Shreya, a 28-year-old engineer, joined PS Group fresh out of college. What she found surprised her: bi-weekly ESG committee meetings, skill enhancement workshops, and mental wellness programs. "It is not just about constructing buildings; it is about building responsibly," she explains. For her, being part of a company where governance, sustainability, and care are lived values has turned her job into a mission. "When I tell people I work at PS Group, I say I help shape a greener Kolkata."

The return of birds to Jiva Homes

When Jiva Homes was conceptualised, the idea was to weave water and greenery into an urban habitat. Today, that vision lives in lotus ponds, lily gardens, and reimagined water bodies. Local resident Anirban often pauses at his balcony in the early mornings, watching migratory birds circle and land gracefully on the ponds below. "I never thought I could see kingfishers and herons in the middle of Kolkata," he says. Botanists visiting the project have recorded native plant species thriving, creating a micro-climate cooler than the surrounding neighbourhood. For Anirban, the sight of his young son sketching these birds is more than symbolic - it is proof that people can coexist with biodiversity.

A life saved on site

One scorching afternoon, Mukhtar, a mason, felt dizzy while working on a scaffolding at a PS Group site. Thanks to daily toolbox talks, his co-workers immediately recognised signs of heat stress. They guided him down, where the site's medical officer administered glucose water and rest in a shaded cooling zone. Mukhtar recovered and returned home that evening, his wife relieved. "At another site, I might not have come back the same day," he reflects. For him, the real wealth PS Group creates is not just wages; it is the assurance that his life is valued.

How PS Group delighted customers by extending beyond their expectations

4.29/5

CSAT Score of PS Group.

PS One10, New Town Action Area I

On sustainable living

“We booked an apartment at Jiva Homes, thinking it would just be another of its kind. But what we got was a home inside a living ecosystem with lotus ponds, water gardens, and migratory birds! It’s like waking up in the city but breathing in the countryside. This was beyond what we had imagined.”

Priya and Arjun, residents of Jiva Homes

On energy savings

“We expected our electricity bills to go up in a larger apartment, but thanks to energy-efficient windows and lighting, our monthly expenses came down. PS Group didn’t just sell us a home; they built savings into our everyday life.”

Ritika, resident at Aurus

On community spaces

“We thought we were buying four walls, but what we got comprised vibrant community spaces, play areas, water gardens, and green zones, where neighbours actually meet. My parents have a walking track they love, and my kids have safe play zones. It feels like we bought into a lifestyle, and not just an apartment.”

Shalini, resident at Vaanya

On timely delivery

“Friends warned us about completion delays in real estate projects. But PS Group handed us our keys exactly when promised: during a period of cyclones and material shortages. This reliability is rare in this industry. They did not just meet expectations; they eliminated our fears.”

Mr. and Mrs. Sen, owners at Navyom

On customer care

“During the pandemic, we were anxious about whether our home would be ready and whether our money would be safe. PS Group updated us regularly, held video walkthroughs, and never hid the truth. That transparency made us feel respected at every step.”

Rahul, customer at One10

On climate resilience

“When Cyclone Remal hit, we braced for damage. But our building stood strong, with no waterlogging or leaks. The cyclone-resistant features PS Group promised were not just for brochures; they worked in reality as well. That gave us a peace of mind.”

Indrajit, resident at Antares



PART FOUR

Business ethics and governance



PS Group's employees, FY 2024-25

547

Total employees across our operations

467

Male employees

80

Female employees

100

% of our workforce that is located in Kolkata

100

% of our employees who are full-time and on permanent roles

14.63

% constitution of women employees in our workforce

3,24,039

Person-days of contractual labour engaged during the year

571 ▶ 547

Change in employee strength from FY 2023-24 to FY 2024-25

Why governance matters at our Company



Director's cabin at PS Group Head office

Overview

In the real estate sector, governance is not a formality; it is the bedrock of trust. Customers commit their life savings to homes; communities live alongside our projects for decades; regulators rely on our adherence to laws; employees invest their careers in our vision.

Each of these relationships rests on a single question: can we be trusted?

For PS Group, governance is the answer. It ensures that promises made are promises kept. It strengthens transparency in how we communicate, fairness in how we transact, and accountability in how we deliver. In an industry where projects span years, involve complex approvals, and carry significant financial and social impact, governance represents the framework that sustains confidence across time.

Our governance practices are structured and people-centric. At the Board level, committees oversee Corporate Social Responsibility (CSR), Environmental, Social and Governance (ESG), and employee well-being. The ESG Committee functions as a cross-functional accelerator, reviewing progress quarterly and ensuring that sustainability is embedded into our business decisions. Our POSH Committee enforces a zero-tolerance stance on workplace harassment, while our Employee Harassment and Grievance Redressal Committee ensures an impartial resolution of concerns, strengthening morale.

Transparency is reinforced through independent assurance of our sustainability disclosures,

regular compliance audits, and clear policies ranging from anti-bribery to sustainable supply chain practices. At the operational level, customer communication during disruptions like COVID-19, timely grievance redressal through our HRMS platform, and proactive disclosure of project status exemplify governance in action.

From a public perspective, governance is visible in homes delivered on time, environmental norms exceeded, and safety upheld on sites. From a boardroom perspective, it mitigates risk, drives long-term value, and safeguards reputation.

For PS Group, governance is not simply about avoiding lapses it is about cultivating trust, enabling sustainable growth, and honouring our role as a wealth creator for all stakeholders, including the earth itself.

Our Board of Directors

At PS Group, the strength of our governance lies in the depth and diversity of our Board of Directors.

With founders, second-generation leaders, and professionals bringing expertise in finance, construction, strategy, and sustainability, the Board ensures balanced oversight and long-term vision.

Their varied backgrounds in real estate, education, social development, and entrepreneurship create a holistic perspective that guides ethical decision-making. This composition enables rigorous risk management, transparency, and accountability while aligning business growth with stakeholder trust. The Board's experience ensures that governance at PS Group is not procedural, but visible, principled and enduring.



Mr. Surendra Kumar Dugar
Director & Managing Director Emeritus

Mr. Surendra Kumar Dugar, a commerce graduate from Calcutta, is the co-founder of PS Group. Beginning with modest roots in 1985, he played a pivotal role in shaping the Company into a leading real estate player in Eastern India. His vision has been instrumental in transforming real estate beyond construction focusing on enhancing lifestyles. Respected for his integrity, forward-thinking leadership, and emphasis on values such as transparency and commitment,

he has built a robust foundation for the Group. Under his guidance, the Company grew from just four employees to a workforce of around 550 and has completed over 157 projects.

He had led PS Group to become a founding member of the Indian Green Building Council. After more than three decades as Managing Director, he has transitioned to a mentoring role and guides the Company as Chairman Emeritus.



Mr. Pradip Kumar Chopra
Director & Chairman and Managing Director Emeritus

A B.Sc. graduate with Honours in Chemistry from the University of Calcutta, Mr. Pradip Kumar Chopra is the co-founder of PS Group and a key architect of its enduring reputation in the real estate sector. His contributions have played a crucial role in building the brand's credibility and success. A passionate advocate for education and heritage conservation, he serves as Chairman of iLead and is

actively involved with the Education Committee of CREDAI National. He is also associated with the Indian Historical Society and the Indian National Trust for Art and Cultural Heritage (INTACH). Having turned his attention to academia, Mr. Chopra lend his strategic counsel to PS Group as Chairman Emeritus.



Mr. Prashant Chopra
Chairman & Director

As a second-generation leader, Mr. Prashant Chopra currently serves as Chairman of PS Group. With over two decades of experience in real estate, he has been instrumental in leading the Group's finance and human resources divisions while contributing significantly to its strategic growth. Under his leadership, the Group has delivered more than 50 projects, achieved a CARE A credit rating, secured ISO

9001 certification, and has been recognised among India's Great Places to Work. The Company also has over 10 green-certified projects underway. Mr. Chopra holds a Family Managed Business Administration (FMBA) degree from SP Jain Institute of Management and Research, Mumbai, and has also been involved in supporting start-up ventures over the past five years.



Mr. Gaurav Dugar
Managing Director

Mr. Gaurav Dugar is the Managing Director of PS Group and brings over 15 years of experience to the business. As a second-generation entrepreneur, he plays a key role in leading the Company's efforts toward becoming the most trusted real estate brand in Eastern India. He oversees project planning,

design, budgeting, procurement, and strategic operations, while also modernising internal systems and corporate ethos. An FMBA graduate from SP Jain Institute of Management and Research, Mumbai, Mr. Dugar served as President of Entrepreneurs' Organisation for FY 2024-25.



Mr. Saurav Dugar
Chief Executive Officer

Mr. Saurav Dugar has been serving as the CEO of PS Group, bringing a forward-looking vision to the Company. He has been instrumental in driving innovation through sustainable design, technology integration, and a focus on quality. His role spans the entire real estate cycle from deal assessment and structuring to project planning, construction, marketing, and sales. He has also diversified the

Group's portfolio to include luxury residences, commercial and retail developments.

Mr. Dugar is an FMBA alumnus of SP Jain Institute of Management and Research, Mumbai. Beyond business, he is committed to social upliftment and education, serving as a founding trustee of Kolkata Gives (established in 2014) and co-founder of Tutopia, an online learning platform.



Mr. Ravi Kumar Dugar
Director

Mr. Ravi Kumar Dugar has been a part of the real estate industry for more than 17 years and serves as a Director at PS Group. He brings deep knowledge of construction and project execution, having managed a range of residential and commercial developments from high-rise towers to townships. He is committed to making PS Group a benchmark in design excellence

and value creation for homebuyers in Eastern India.

A Diploma holder in Business and Finance from ICFAI, Hyderabad, Mr. Dugar is known for his structured and goal-driven approach. He is affiliated with CREDAI Bengal and was also a founding member of the Indian Green Building Council. His social contributions include involvements with NGOs like Mahavir Seva Sadan and Help Us Help Them.

Board of Directors: Composition and oversight

As of March 31, 2025, the Board of Directors of PS Group comprised six Directors, each bringing deep experience and sectoral insight to guide the organisation's strategic and operational decisions. The composition included:

- **One Managing Director**
 - **Six Executive Directors**
- (Note: One individual may serve in more than one role.)
- The Managing Director and Chief Executive Officer are not

liable to retire by rotation as per legal provisions. The day-to-day management is delegated to the Executive Directors and Senior Management, under the strategic supervision of the Board.

Board Committees and their functions

To ensure focused oversight, the Board constituted several committees addressing different areas of governance. These committees operate with a charter, defined responsibilities, and reporting mechanisms.

Corporate Social Responsibility (CSR) Committee

PS Group has been proactively engaging in CSR activities well before they were mandated by law. The CSR Committee is entrusted with recommending and monitoring the execution of impactful CSR programs.

Members

- Mr. Prashant Chopra (Chairman)
- Mr. Surendra Kumar Dugar
- Mr. Ravi Kumar Dugar
- Mr. Shreelal Mohta (CFO)
- Ms. Ankita Maskara (Company Secretary)
- Mr. Aniruddha Nandi

Key responsibilities

- Formulate and recommend CSR policies and projects
- Recommend CSR expenditure
- Monitor implementation and impact
- Ensure statutory compliance with CSR regulations

CSR highlights for FY 2024–25:

Education: ₹1.5 Crore contributed to ILEAD Foundation

Environment: ₹17.6 Lakhs for Nature Study Park with 18,500+ trees planted

Healthcare: ₹2.56 Lakhs for blood donation camps and aid for differently-abled individuals

POSH Committee (Prevention of sexual harassment)

PS Group maintains a zero-tolerance stance on workplace harassment and is committed to providing a safe, respectful, and inclusive environment.

Members

- Ms. Moumita Kumar (Presiding Officer)
- Ms. Chandni Sinha
- Mr. Saarthak Srimal
- Mr. Shubhasish Banerjee
- Ms. Piyali Laha
- Ms. Priyanka Halder Basu (External Member)

The Committee monitors and investigates all complaints regarding sexual harassment, ensuring compliance with legal norms and internal policies.

Employee Harassment and Grievance Redressal Committee

This committee addresses employee grievances with impartiality and sensitivity, reinforcing PS Group's people-first approach.

Members

- Ms. Moumita Kumar (Chairperson)
- Mr. Rishabh Surana
- Mr. Pratit Chakraborty
- Mr. Niranjan Narsinghani
- Ms. Piyali Laha (Secretary)

Objectives

- Quick resolution of employee grievances
- Ensure transparency and accountability
- Strengthen employee morale and productivity



Environmental Social Governance (ESG) Committee

This Committee at PS Group steers the organisation's sustainability vision by integrating environmental, social, and governance priorities into business strategy. It oversees ESG performance, ensures regulatory compliance, and drives responsible development practices across projects.

Members

- Mr. Aman Kedia
- Mr. Anirban Banerjee
- Mr. Aniruddha Nandi
- Ms. Baisakhi Sarkar Dutta
- Mr. Dipanjan Singha
- Mr. Kaushik Roy

Objectives

- Integrate ESG principles into core business strategy and decision-making.
- Monitor compliance with sustainability regulations and standards.
- Drive continuous improvement in environmental performance, social impact, and governance practices

Ethical commitment and governance in action

At PS Group, governance derives its strength from an unwavering commitment to ethics. For us, integrity is not an abstract value but a guiding principle that shapes decisions, relationships, and outcomes. Ethical commitment ensures transparency in how we communicate, fairness in how we transact, and accountability in how we deliver. Governance in action means turning these principles into consistent practices that protect stakeholders, strengthen trust, and uphold our reputation. By embedding ethics into every layer of our organisation, we ensure that governance is not just a compliance requirement but a culture that defines who we are.

<p>Case studies demonstrating ethical commitment</p>	<p>Transparent customer communication during COVID-19</p> <p>Amid pandemic-related uncertainty, PS Group proactively updated buyers on construction progress, possession timelines, and safety measures. Despite industry challenges, the Company upheld all contractual commitments without imposing additional costs.</p>	<p>Zero tolerance policy enforcement in POSH cases</p> <p>Over the last two years, the Internal Complaints Committee addressed sensitive issues promptly and discreetly, leading to fair resolutions that reinforced employee trust.</p>
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Project launch event at PS Sansara, Howrah

Impact of governance on our brand

PS Group's governance framework is more than a compliance mechanism; it is the invisible scaffolding that strengthens reputation, builds trust, and ensures that our brand remained resilient through shifting market cycles. Over the years, this framework has translated into a tangible impact across customers, employees, partners, and the wider knowledge community.

Key impacts

Building trust: Ethical practices, truth in communication, and transparent disclosures have elevated customer confidence, converting residents into brand advocates. Trust, once earned, multiplies through referrals, repeat buyers, and a culture of loyalty that marketing alone cannot secure.

Attracting talent: In an industry where reputation precedes opportunity, PS Group's integrity and values-driven culture have become magnets for talent. Leading professional engineers, architects, designers, and managers choose PS not merely for roles, but for alignment with a mission that resonates with their personal ethics. Retention levels mirror this alignment, creating long-term institutional memory within the workforce.

Consistency in brand experience: Governance creates uniformity across customer touchpoints whether in sales offices, service desks, or digital platforms. Customers experience the same tone of respect, transparency, and responsibility across interactions, reinforcing reliability as a defining characteristic of the brand.

Knowledge community alignment: For consultants, industry peers, and academic partners, PS Group's governance is its most compelling credential. The brand is perceived as principled and dependable, making it a preferred partner in collaborations, research engagements, and policy discussions.

Investor confidence: Transparent financial reporting, structured disclosures, and strong governance systems have reassured investors of the Group's long-term resilience. This credibility translates into easier access to capital, healthier partnerships with financial institutions, and industry recognition as a stable, trustworthy organisation.

Customer empowerment: Governance ensures that grievance redressal systems are efficient and transparent, turning challenges into opportunities for customer delight. When issues

are resolved fairly and promptly, brand perception strengthens, and customers recognise the organisation that genuinely listens.

Industry leadership: By benchmarking itself against global frameworks such as GRESB, PS Group positions governance as a differentiator, strengthening its stature as a thought leader in Eastern India's real estate sector. This leadership role reinforces brand equity not only in the eyes of customers but also in the ecosystem of regulators, policy makers, and peers.

Resilience in reputation: Governance acts as a shield during uncertain times. Clear policies, ethical practices, and transparent disclosures help the brand maintain credibility even amidst sectoral volatility building an image of steadiness that stakeholders rely upon.

Cultural cohesion: Strong governance anchors employees to shared values of fairness, transparency, and accountability. This internal cohesion becomes external equity, as customers and partners experience a brand that is consistent, principled, and people-centric.

Change in ESG Committee

Team composition FY 2024-25

Committee member	Domain responsibility
Aman Kedia	Finance
Anirban Banerjee	Office operations
Aniruddha Nandi	Finance
Baisakhi Sarkar Dutta	Brand
Dipanjan Singha	Technical, facility
Kaushik Roy	Technical
Moumita Kumar	Legal
Nivedita Jain	Lead accelerator
Piyali Laha	Office operations
Siddharth Singhal	Technical

Corporate Codes and Policies

We are dedicated to upholding the highest standards of corporate governance, thereby ensuring the long-term success and sustainability of our company.





Green outdoor seating zones at our project PS Sansara, Howrah

ESG oversight at PS Group

At PS Group, ESG progress is reviewed quarterly during our L1 meetings. These sessions involve a comprehensive review of all ESG parameters reported and analysed over the preceding quarter. Each director actively champions specific ESG focus areas, ensuring accountability and cross-functional integration.

<p>Ravi Dugar – Chairman, ESG Committee</p>	<p>Gaurav Dugar – Sustainable Procurement Lead</p>	<p>Prashant Chopra – HR and Financial Alignment</p>
<p>Leads the overall ESG agenda and is responsible for:</p> <ul style="list-style-type: none"> ▪ Technical design and on-site implementation of ESG measures ▪ ESG-related research and development ▪ ESG policy and SOP execution ▪ Digitisation of ESG processes 	<p>Oversees:</p> <ul style="list-style-type: none"> ▪ ESG-compliant vendor selection and contractor engagement ▪ Sustainable procurement practices ▪ Budgeting aligned with ESG objectives 	<p>Responsible for:</p> <ul style="list-style-type: none"> ▪ Integration of ESG in human resources policies ▪ ESG-compliant financial planning
<p>Saurav Dugar – Customer Engagement and Marketing</p>	<p>Arun Sancheti – Statutory Compliance</p>	<p>Arihant Sancheti – ESG Monitoring</p>
<p>Focuses on:</p> <ul style="list-style-type: none"> ▪ ESG-compliant customer relations ▪ Marketing initiatives aligned with ESG values 	<p>Ensures:</p> <ul style="list-style-type: none"> ▪ Alignment of all environmental, social, and governance parameters with statutory and regulatory requirements 	<p>Handles:</p> <ul style="list-style-type: none"> ▪ Internal monitoring and tracking of ESG compliance and risks at project sites

How the ESG Committee drove change in 2024-25

Overview

In FY 2024-25, PS Group introduced a formal Standard Operating Procedure (SOP) to define the structure, roles, workflows, and governance of the ESG Accelerator Committee. Functioning as a cross-functional and agile unit, the committee is dedicated to driving sustainable growth by aligning ESG goals with the Company's broader business strategy.

Purpose and objective

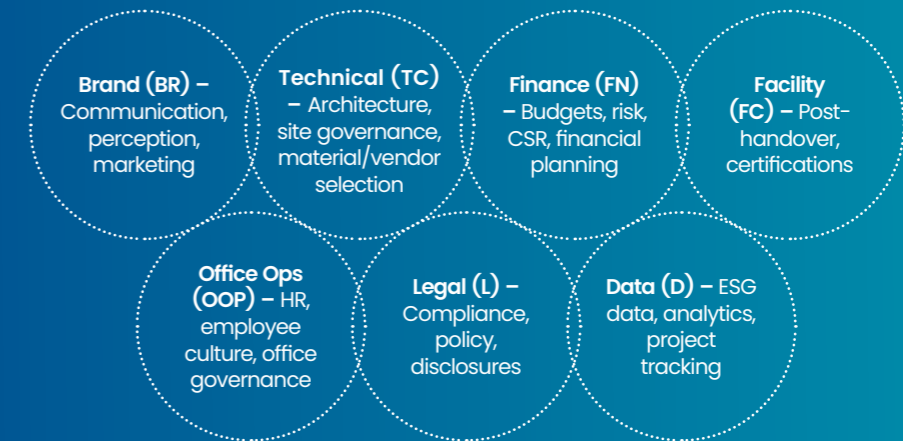
The team aims to ensure consistent functioning through clear processes for decision-making, task assignment, reporting, and collaboration. It promotes transparency, accountability, and continuous improvement in ESG practices, positioning PS Group as an industry leader in sustainability.

Role of ESG accelerators

Members act as 'accelerators' of change, not just as committee members. Their mandate is to proactively identify and respond to ESG-related opportunities and risks using a networked, solution-oriented, and design-thinking approach that complements existing organisational systems.

Core committee structure

The Accelerator has 7 domains led by domain-specific leads and supported by sub-committees:



All members can initiate or lead projects across domains. The final authority rests with the ESG Chairman. The ESG Manager facilitates operations and reporting.

Operations and meetings

Core committee meetings: Bi-weekly

Quarterly progress meetings: Once per quarter

Task assignments are skill-based and participatory.

Decisions are made via voting in meetings or by domain leads for operational matters.

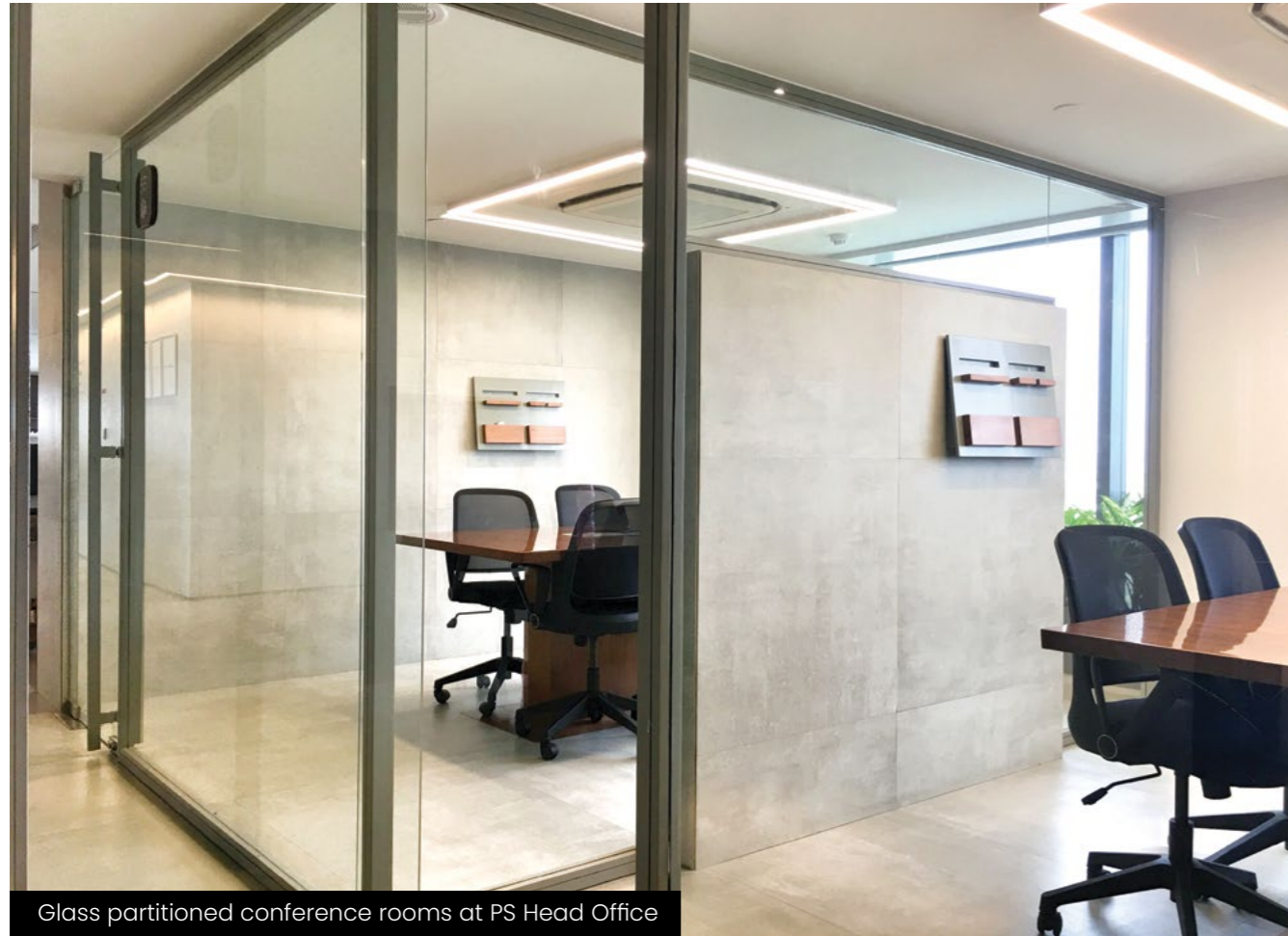
Quality and grievance mechanisms

QA/QC measures include data-driven decisions, KPI tracking, feedback loops, and documentation. Grievances may be raised informally or through written submissions to the ESG Chairman or Manager.

Review and renewal

The SOP and committee composition are reviewed annually. Updates involve stakeholder feedback, compliance checks, and leadership approval, with revisions tracked in a formal log.

This framework ensures that ESG remains a strategic, inclusive, and evolving part of PS Group's culture and growth journey.



Glass partitioned conference rooms at PS Head Office

Alignment with governance structure

PS Group's governance framework does not just monitor compliance but actively drives strategy through ESG integration, policy-backed decision-making, Board oversight, and continuous performance reviews. This creates a feedback loop where governance shapes strategy, and strategy reinforces governance, ensuring sustainability remains central to growth.

Integration into decision-making

Decision-making processes are guided by a robust suite of ESG-related policies and frameworks, which are approved and periodically reviewed by the governance body. These frameworks are updated in line with evolving stakeholder expectations, regulatory requirements, and emerging climate and social risks. All

business functions are required to integrate ESG objectives into their annual plans, with cross-functional accountability reinforced through structured reporting mechanisms.

Performance monitoring and oversight

Performance is monitored through a combination of ESG dashboards, internal audits, and KPI reviews. Key sustainability metrics are embedded into leadership scorecards and linked with incentive structures, ensuring accountability at the highest level. The governance body leverages these insights to track progress, identify areas for improvement, and drive continuous enhancement of ESG practices. This approach ensures that sustainability remains embedded in business performance and

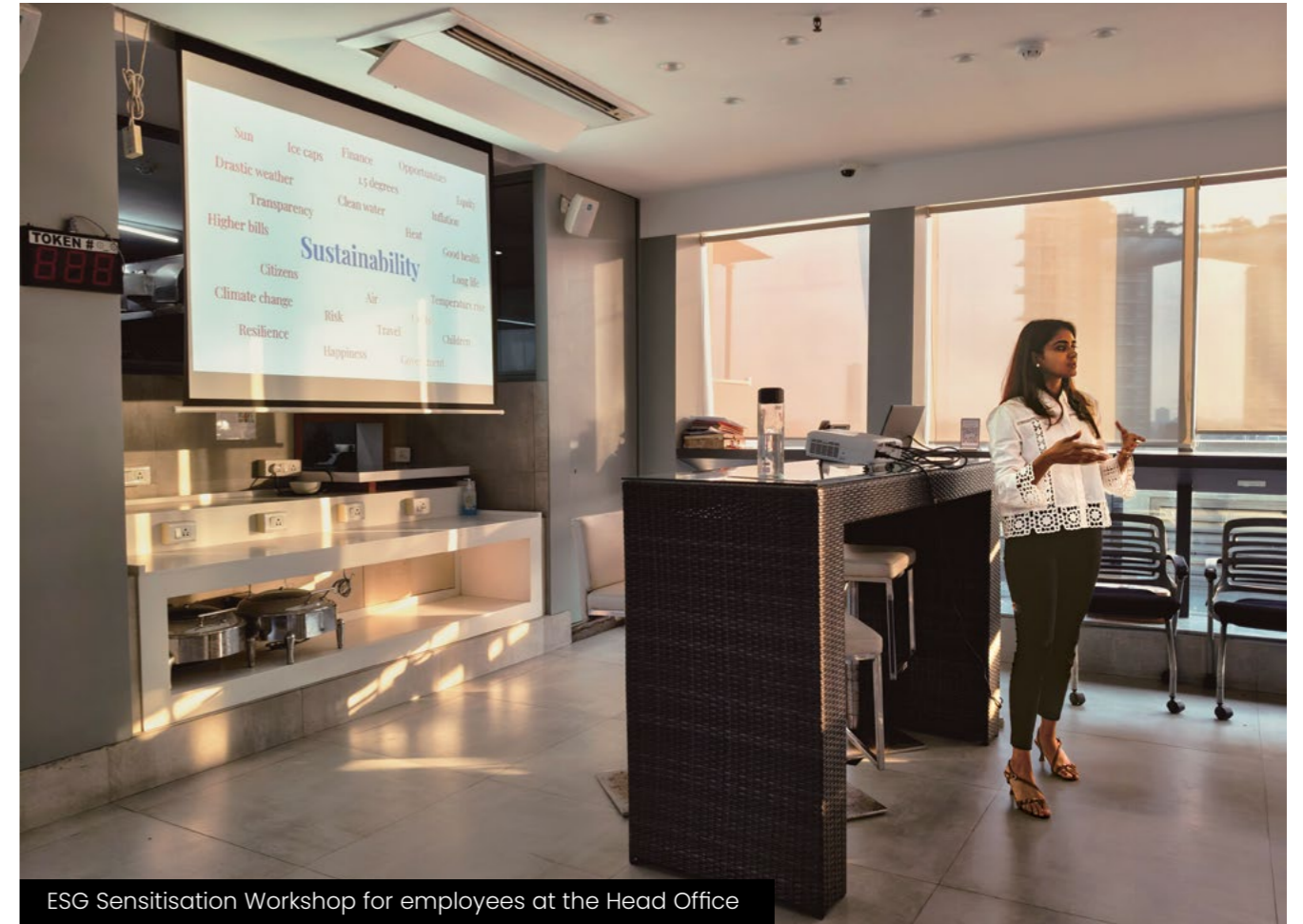
integral to the organisational culture.

Governance integrated into strategy

Board oversight: The Board and its committees (CSR, ESG, POSH, Grievance Redressal) ensure that sustainability priorities are embedded in business strategy and operational decisions.

Strategic alignment: Sustainability is treated as a core governance function, and not a side activity. The Board approves material ESG topics, sets targets, allocates resources, and integrates sustainability into risk management and long-term business goals.

Committee-driven action: Our ESG Accelerator Committee operates as a cross-functional, agile body linking governance to



ESG Sensitisation Workshop for employees at the Head Office

daily operations. It covers seven domains brand, technical, finance, facility, office ops, legal, and data ensuring ESG influence across the enterprise.

Policies and ethical framework

- The Company has a wide-ranging policy architecture (covering anti-bribery, whistleblower, climate resilience, net zero, sustainable supply chain, human rights, cybersecurity, etc.) that is periodically reviewed and embedded in governance processes.

- This policy framework guides decision-making, compliance, and ethical practices, keeping strategy aligned with governance commitments.

Decision-making and accountability

Structured ESG integration: All business functions must integrate

ESG objectives into annual plans, with accountability reinforced through reporting mechanisms.

Performance monitoring: ESG dashboards, KPI reviews, and internal audits are used to track progress. Sustainability metrics are built into leadership scorecards and incentives, ensuring accountability from the top.

Grievance redressal and transparency: Mechanisms for employee grievances, anti-harassment, and whistle-blowing reinforce ethical conduct and inclusive governance.

Ongoing reflection in strategy

Materiality assessment: Conducted with Grant Thornton, aligned to global standards (GRI, SASB, MSCI, Sustainability, S&P), ensuring that governance decisions are informed by

stakeholder priorities and sector risks.

Risk management: ESG and climate risks are integrated into the enterprise risk framework, reflecting governance's role in ensuring long-term resilience.

Quarterly ESG reviews: ESG progress is reviewed at LI meetings, where directors actively champion focus areas, embedding governance into ongoing business strategy.

Cultural and brand impact

- Governance structures support transparency, accountability, and ethical leadership, which in turn enhance stakeholder trust, customer loyalty, and brand equity.

- ESG is presented as a 'silent but powerful value driver,' shaping the Company's long-term institutional legacy.



Our sustainability strategy and goals

Green walkways at our project PS Anassa, beside JW Marriott

Materiality assessment

A materiality assessment helps a company prioritise ESG issues that are most relevant to its business and stakeholders. Instead of spreading efforts thinly, it directs attention and resources to areas with the highest impact on performance, reputation, and risk management.

By highlighting critical topics such as climate resilience, water use, supply chain responsibility, or community engagement the assessment ensures that

sustainability strategy aligns with long-term business goals and stakeholder expectations. It becomes the bridge between governance and day-to-day operations.

Stakeholders (customers, employees, regulators, investors, communities) want assurance that a company is addressing the issues that matter most to them. A structured, transparent materiality process improves credibility and fosters confidence

in the Company's governance and reporting.

The assessment surfaces emerging risks such as climate impacts, data privacy concerns, or labour rights that could affect business continuity. This enables proactive management, reducing future disruptions and costs.

It ensures an alignment with reporting frameworks such as GRI, SASB, and BRSR in India, making disclosures consistent, comparable, and investor ready.

Relevance to the real estate sector

For real estate, materiality assessment is not a reporting exercise; it is a strategic compass that ensures the sector's growth is responsible, resilient, and aligned with stakeholder trust.

High environmental footprint: Real estate projects affect land use, water resources, biodiversity, and carbon emissions. Materiality assessments spotlight where to act such as green buildings, energy efficiency, and decarbonisation.

Social license to operate: Projects are deeply intertwined with communities. Identifying material social issues resettlement, health and safety, local employment, inclusivity helps maintain goodwill and prevent conflicts.

Regulatory and compliance pressures: Real estate faces strict norms on environment, safety, and urban development. Materiality ensures compliance and prepares developers for evolving regulations (like net-zero mandates).

Investor and customer expectations: Homebuyers, tenants, and investors increasingly demand sustainable, safe, and climate-resilient buildings. Addressing material ESG topics builds brand strength and market preference.

Long project lifecycles: Since real estate assets last decades, materiality assessments ensure that strategic choices made today remain resilient and relevant far into the future.

Initiatives

PS Group engaged Grant Thornton India to conduct a comprehensive materiality assessment in FY 2024-25, aimed at identifying and prioritising the ESG issues most relevant to its business and stakeholders. The assessment was

aligned with global standards and best practices, including those of the Global Reporting Initiative (GRI), SASB, MSCI, Sustainalytics, and S&P Global.

The process supports PS Group's strategic direction by guiding

sustainability efforts, improving transparency, and enhancing stakeholder trust. It enables the Company to align resources with emerging ESG risks and opportunities while building a roadmap for sustainable growth.

Materiality assessment process

Identification of frameworks and peers: Industry-specific frameworks and peers such as Godrej Properties, Macrotech Developers, Mahindra Lifespace, Oberoi Realty, EMAAR, and Vingroup were benchmarked to identify relevant ESG topics.

Peer benchmarking: Material topics were mapped based on

issues identified by peers in the real estate sector, helping validate and refine relevant themes for PS Group.

Stakeholder engagement: Key stakeholder groups including employees, customers, and vendors were engaged through surveys. Some 210 stakeholder responses were analysed.

Topics were prioritised based on their impact on business and stakeholders.

Finalisation of material topics: A materiality matrix was developed, plotting topics by their significance to stakeholders and the business.

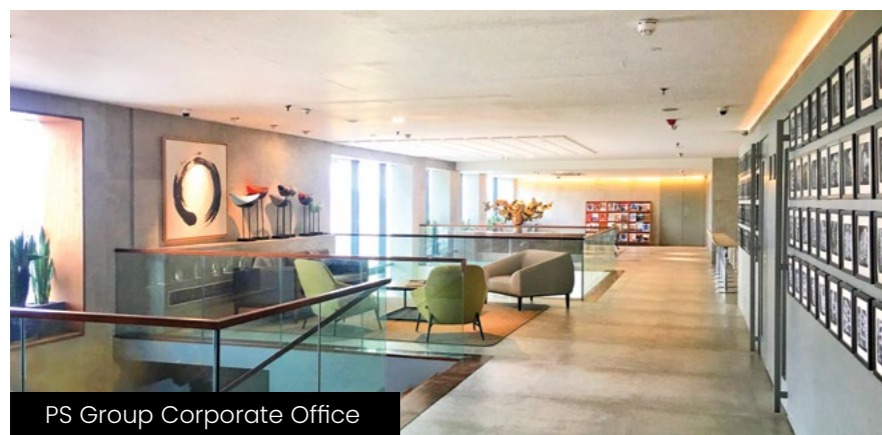
Identified material topics

At PS Group, material issues were grouped into Environmental, Social, and Governance categories.



- Environmental topics**
- Biodiversity conservation
 - Climate resilience and decarbonisation
 - Water conservation
 - Waste management
 - Energy and efficiency
 - Green buildings

- Social topics**
- Employee wellbeing and development
 - Health, safety, and wellbeing
 - Diversity, equity, and inclusion (DEI)
 - Social responsibility
 - Technology and innovation
 - Human rights



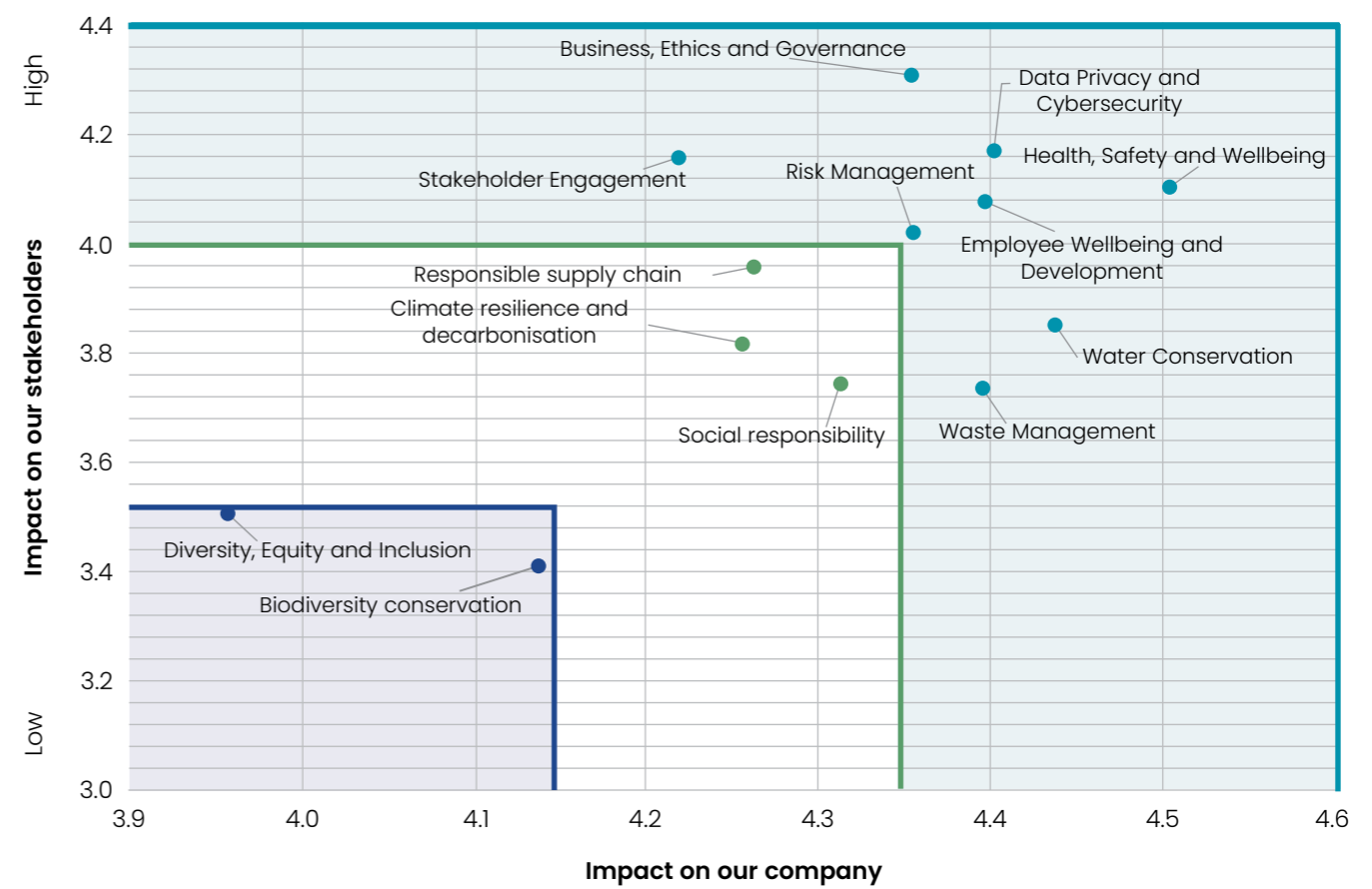
- Governance topics**
- Business ethics and governance
 - Risk management
 - Data privacy and cybersecurity
 - Stakeholder engagement
 - Responsible supply chain
 - Product quality and customer satisfaction









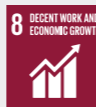






























Materiality matrix

At PS Group, material issues were categorised based on their relative priority.

High priority	Medium priority
Climate resilience and decarbonisation	Water conservation
Biodiversity conservation	Diversity, equity and inclusion
Waste management	Social responsibility
Employee wellbeing and development	Responsible supply chain
Health, safety and wellbeing	Stakeholder engagement
Business ethics and governance	
Risk management	
Data privacy and cybersecurity	



Material topic	Commitments	KPIs	SDG contributions
Employee wellbeing and development	Enhance employee safety, learning, and work-life balance	Training hours; attrition rate; employee satisfaction survey scores	  
Water conservation	Implement water-efficient design and reuse systems	Water intensity (KL/m ²); % water recycled/reused	 
Waste management	Proper waste management at site and HO; ensure safe hazardous disposal	% waste recycled/diverted; hazardous waste handled by PCB authorised vendors	 
Health, safety and wellbeing	Ensure zero-harm workplace culture	LTIFR, TRIR, RWC, near-miss reporting rate	 
Stakeholder engagement	Transparent reporting and regular consultations	Number of engagement sessions; stakeholder satisfaction ratings	 
Business ethics and governance	Enforce anti-corruption, strong board oversight	Number of ethics violations; % of Directors who are Independent	
Risk management	Integrate ESG and climate risks into enterprise risk framework	% of risks assessed for ESG impact; climate scenario analyses conducted	 
Data privacy and cybersecurity	Protect customer/employee data; align with Indian IT Act	Number of breaches; % of employees trained in data security; cybersecurity audits conducted	 
Climate resilience and decarbonisation	Transition to low-carbon operations; align with net-zero pathways	Scope 1, 2, 3 emissions; % of renewable energy use; energy intensity per sq. ft.	  
Responsible supply chain	Engage vendors on ESG compliance, ethical sourcing	% of vendors screened for ESG; local sourcing %	 

Material topic	Commitments	KPIs	SDG contributions
Social responsibility	Invest in community development (education, health, housing)	CSR spend as % of profit; beneficiaries impacted	  
Biodiversity conservation	Protect habitats, integrate landscaping with native species	Area under green cover; number of trees planted	
Diversity, equity and inclusion	Foster inclusive hiring, equal pay	Gender ratio; training hours on DEI	  
Human rights	Safeguard human rights across operations and supply chains	% of employees trained on human rights policies Number of reported incidents of human rights violations	  
Collaboration and accountability	Promotes collaboration across departments to ensure seamless communication and decision-making	Number of interdepartmental ESG meetings per year % ESG-related decisions with cross-functional input Employee survey score on collaboration effectiveness	 
Customer satisfaction	Build lasting relationships with customers by delivering tailored solutions, transparency, and exceptional post-sale support	Customer satisfaction index Number of complaints resolved within SLA % of repeat customers	 
Energy efficiency	Decrease reliance on traditional energy sources and expanding the use of renewable energy	Energy intensity (kWh/m ² or per sq. ft.) % of renewable energy in total energy mix Reduction in energy consumption (YoY %) Number of energy-efficient fixtures/appliances installed	 

Key insights from our stakeholder discussions



Climate resilience and decarbonisation

- Seen as high-priority due to business continuity risks.
- Need for structured climate strategies and stronger training, especially in procurement.

Biodiversity conservation

- Recognised as important for long-term project viability.
- Requires more specialised interventions beyond existing practices.

Health, safety, and wellbeing

- Strong protocols exist but enforcement gaps noted.
- Site-level safety practices require more consistency.

Diversity, equity, and inclusion (DEI)

- Inclusion policies not yet structured.
- Need for broader talent diversity beyond gender.

Social responsibility

- Mostly individual-led; lacks cohesive CSR framework.
- Opportunity to formalise and align with business goals.



Pool side amenities at PS Vyom, New Alipore

Waste management

- High concern over inconsistent disposal practices.
- Call for systematic audits and tech-driven solutions.

Water conservation

- Concerns over overuse of groundwater and poor efficiency.
- Broader initiatives like rainwater harvesting and clear usage targets needed.

Employee wellbeing

- Existing programs acknowledged but viewed as ad hoc.
- Stronger focus needed on mental health and career development.

Data privacy and cybersecurity

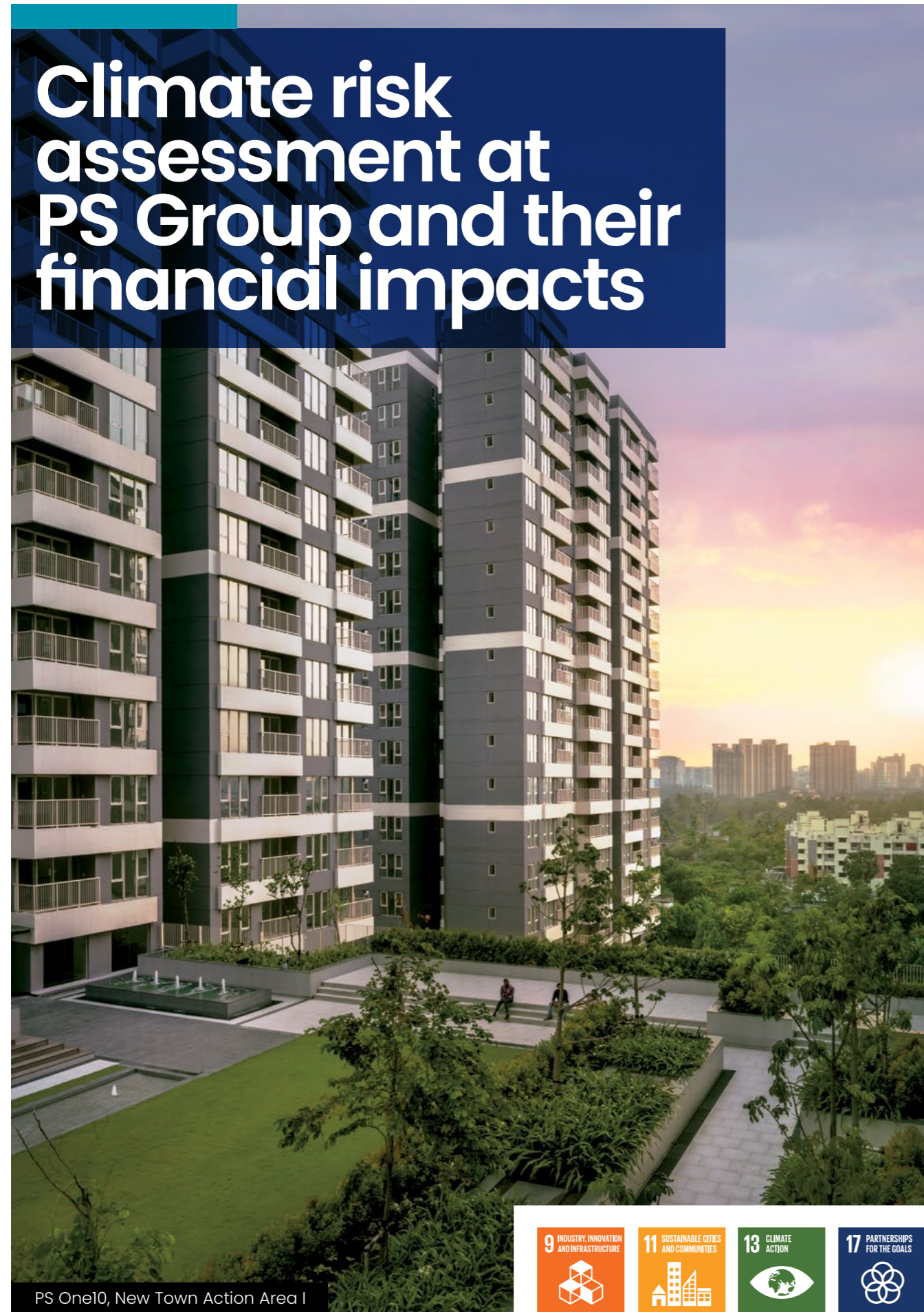
- High stakeholder concern due to past incidents.
- Absence of internal cybersecurity team and protocols.

Business ethics and governance

- Ethical values recognised, but inconsistent enforcement cited.
- Greater Board-level oversight and clear protocols needed.

Risk management

- Communication silos noted.
- Stronger integration of department-level data with Board oversight is required.



Climate risk assessment at PS Group and their financial impacts

PS One10, New Town Action Area I



PS Group treats climate risk as a core factor in creating safe, resilient, and future-ready buildings.

Overview

There is a growing importance of climate risk assessments across businesses.

Business continuity and resilience: Climate events heatwaves, cyclones, flooding, rising groundwater, or erratic rainfall pose direct risks to operations, supply chains, and asset performance. A structured climate risk assessment identifies vulnerabilities early and builds resilience into planning and execution.

Financial protection: Extreme weather can lead to higher repair

costs, project delays, increased insurance premiums, and reduced asset value. Assessments quantify these risks, enabling companies to take preventive measures that save money over the long term.

Regulatory and investor compliance: Regulators and investors increasingly require disclosure of climate-related risks (aligned with frameworks like TCFD). A formal assessment helps demonstrate preparedness, compliance, and transparency, building investor confidence.

Reputation and stakeholder trust: Customers and communities want assurance that developers are safeguarding their well-being against climate threats. Proactive climate risk management enhances brand credibility and stakeholder loyalty.

Strategic decision-making: By integrating climate scenarios into design, procurement, and operations, companies can future-proof assets, optimise resource use, and make smarter long-term investments.

Relevance for the real estate sector

Climate risk assessment is vital for all industries, but for real estate it is mission-critical. Since buildings are immovable, long-lived, and deeply tied to community welfare, anticipating climate risks is not just good governance it is a strategic necessity for value preservation and growth.

Physical exposure of assets: Real estate assets are fixed, long-term, and highly vulnerable to location-specific climate events (floods, storms, heat stress). Unlike mobile

industries, buildings cannot be relocated.

Long lifespan of projects: Buildings often last 30–50 years or more. Failing to account for climate change today can create unsafe, unviable, or depreciating assets tomorrow.

High cost of retrofit: Retrofitting climate resilience later is far costlier than integrating it into design and construction from the outset.

Impact on communities: Real estate developments house thousands of families and businesses. Climate risks here directly translate to risks for livelihoods, health, and safety, magnifying social responsibility.

Market differentiation: Buyers, tenants, and investors increasingly prefer climate-resilient, energy-efficient, and sustainable buildings. Climate risk assessments make projects more competitive.

Our initiatives

In FY 2024–25, PS Group undertook a comprehensive climate risk assessment across five major residential and commercial projects in Kolkata Antares, Jade Grove, One-10 P-3, Quintessa, and Vaanya. The assessment responded to increased exposure to extreme climate events

including heatwaves, tropical cyclones, intense rainfall, rising groundwater levels, and broader socio-environmental shifts.

The process identified vulnerabilities and implemented targeted climate adaptation measures to strengthen thermal

comfort, structural resilience, energy and water efficiency, and ensure long-term livability for residents. These interventions also align with shifting consumer expectations and reinforce PS Group's commitment to sustainable urban development.

Key climate risks and adaptation measures



Green community spaces at PS Vyom, New Alipore

Heatwaves and rising temperatures

Risk: Frequent days above 40°C, increased energy demand, reduced worker productivity, higher night-time temperatures due to the Urban Heat Island (UHI) effect.

Interventions:

- HVAC recalibration to 16°C setpoints during summer peaks (₹494 Lakhs)
- Labour heat allowances and wage adjustments due to reduced safe working hours (₹2,252 Lakhs)
- Green landscaping and tree cover to reduce surface heat and cooling needs (₹846 Lakhs)

Tropical cyclones and storms

Risk: Cyclones Remal and Dana caused high wind stress, façade damage, flooding, and logistical disruption.

Interventions:

- Cyclone-resilient structures with reinforced concrete and steel (₹1,995 Lakhs)
- Thick-glass façades and heavy-duty windows to prevent breakage and water ingress (₹304 Lakhs)
- Enhanced drainage systems for stormwater runoff (₹197 Lakhs)
- Rising insurance premiums due to climate-related risks (₹42 Lakhs)

Rising groundwater levels

Risk: Prolonged rain and waterlogging increased subsurface pressure, weakening soil strength and affecting foundation stability.

Intervention:

- Deeper pile foundations (up to 50m) and higher RCC/steel usage (₹523 Lakhs)

Energy efficiency

Risk: Weather variability strains building envelopes and increases cooling needs.

Interventions:

- High-performance windows for thermal insulation (₹364 Lakhs)
- Energy-efficient lighting installations (₹152 Lakhs)

Renewable energy transition

Risk: Urban power demand and rising tariffs stress the grid and increase operational costs.

Intervention:

- Solar panels and EV charging systems to lower grid dependency (₹167 Lakhs)

Greenhouse gas (GHG) emissions

Risk: High embodied carbon from construction materials and processes.

Interventions:

- Rebar couplers to reduce steel waste and embodied emissions (₹103 Lakhs saved)
- Sewage Treatment Plants to reduce methane/nitrous oxide emissions (₹192 Lakhs)

Indoor environmental quality

Risk: Poor ventilation affects health, productivity, and fire safety, especially during heatwaves.

Intervention:

- Ventilation system upgrades for air quality and safety compliance (₹152 Lakhs)

Water efficiency and security

Risk: Erratic rainfall and groundwater stress threaten year-round water availability.

Interventions:

- Low-flow plumbing fixtures (₹410 Lakhs total for water interventions)
- Rainwater harvesting systems
- Pump automation and smart irrigation systems

Socio-economic risks

Risk: Price volatility in construction materials due to supply syndicates and local negotiations.

Interventions:

- Absorption of material cost increases (₹90 Lakhs)
- Commissions to local agents for procurement continuity

Evolving customer expectations

Risk: Demand for more green space, amenities, and larger openings increases design complexity and cost.

Interventions:

- Larger windows, more open/green spaces, additional amenities (₹1,704 Lakhs)



Co-working space at PS One10, New Town Action Area I

Financial impact summary

2,252

₹ Lakhs, heat allowances to protect workers during extreme temperatures

1,995

₹ Lakhs, cyclone-resilient structural upgrades across key assets

494

₹ Lakhs, HVAC recalibration for improved thermal comfort

192

₹ Lakhs, GHG-reduction actions through STP upgrades and rebar couplers

152

₹ Lakhs, enhanced indoor ventilation for health and safety

1,704

₹ Lakhs, consumer-driven design improvements and green amenities

846

₹ Lakhs, heat-mitigation landscaping and green-cover additions

304

₹ Lakhs, façade and window strengthening for storm resistance

523

₹ Lakhs, foundation redesign to counter rising groundwater

167

₹ Lakhs, solar and EV infrastructure for energy transition

364

₹ Lakhs, high-performance windows and lighting for efficiency

410

₹ Lakhs, rainwater harvesting and automated irrigation systems

Overall insights

- Labour costs, structural upgrades, and customer-driven features were the highest cost drivers.
- These investments represent a strategic pivot toward resilience, occupant comfort, energy conservation, and environmental stewardship.

12–15%

Rise in overall project costs driven by climate-adaptation investments.

Implementation of policies



On-site pep talk session at PS Sansara, Howrah

Overview

In the real estate sector, governance and people practices hold unique importance. Unlike industries where products are transient, real estate developments remain etched into the urban landscape for generations. For a company like PS Group, which has been shaping skylines since 1985, the responsibility extends far beyond construction it involves creating environments where trust, transparency, and equity form the very foundation of its work.

Corporate governance in this context is not merely about

compliance but about embedding ethical values into decision-making, ensuring that every stakeholder from homebuyers to employees feels secure in their engagement with the Company. Similarly, people policies are not seen as administrative tools but as cultural commitments, designed to foster inclusivity, safeguard dignity, and empower talent across age, gender, and background.

The real estate industry has historically grappled with trust deficits, uneven practices, and opaque dealings. By consciously focusing on strong governance

frameworks and employee-centric policies, PS Group positions itself as a principled outlier. Its approach is to move away from transactional relationships and towards building long-term trust capital, whether in customer interactions, workforce engagement, or industry collaborations.

The following sections outline the Company's initiatives in governance and people management during the reporting period, reflecting how structures, policies, and practices combine to create a workplace that is ethical, inclusive, and future-ready.

Conflict of Interest

Recognising that integrity in business decisions is central to long-term brand strength, PS Group has established a clear and comprehensive policy framework to manage conflicts of interest. Employees at all levels are required to disclose any personal or professional affiliations that may overlap with organisational interests.

The framework is reinforced through:

- **Mandatory disclosure norms** that leave no space for ambiguity.
- **Awareness sessions** conducted periodically to educate employees about potential grey areas.

- **Compliance reviews** that ensure impartiality in decision-making.

By institutionalising transparency, the Company reduces risks of bias, fosters a culture of accountability, and safeguards the interests of customers and shareholders alike.

Reporting Channels and Grievance Redressal

PS Group recognises that employee voice is a cornerstone of trust. During the reporting year, the Company strengthened its grievance redressal framework by embedding accessibility, traceability, and responsiveness into the process.

Employees could raise concerns through three modes: verbal (9 cases), written (6 cases), and combined (4 cases). To further institutionalise fairness, the

Company introduced a formal Grievance Redressal Process via the HRMS platform. The platform allows employees to:

- Log grievances under defined categories.
- Assign priority levels and provide supporting details.
- Generate an automatic ticket with a unique tracking number.
- Receive regular updates until closure.

This structured system enables real-time transparency and ensures that every concern whether interpersonal conflict, workplace harassment, discrimination, or working conditions is addressed in a timely and consistent manner. Employees are also invited to provide closure feedback, which loops into systemic improvement.

Incidents and Action Taken

In the reporting period, 19 incidents were reported. These included behavioural issues (9), business process matters such as leave deductions (2), performance-related concerns (4), and appraisal-linked disputes (4).

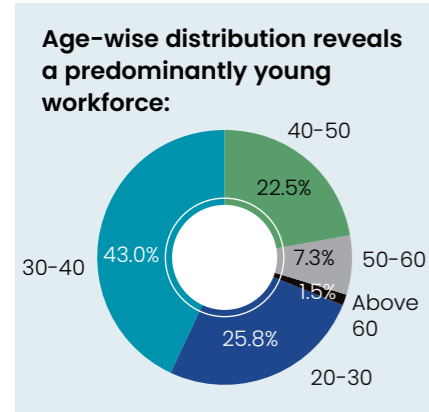
Resolution actions included:

- **Disciplinary measures** in 5 cases.
- **Voluntary/involuntary exits** in 9 cases.
- **Conflict resolution sessions** in 2 cases.
- **HR process interventions** in 2 cases.
- **One constructive outcome**, where dialogue led to a positive cultural shift.

The average turnaround time of 15.6 days for grievance resolution demonstrates the Company's commitment to timeliness. Importantly, the focus remained on balancing fairness with organisational discipline, ensuring that outcomes were not punitive alone but also developmental where possible.

Diversity of our Workforce

PS Group views diversity as an engine for creativity and resilience. As of 31st March 2025, the Company employed 547 professionals, with 467 men and 80 women.



With 92% of employees below 45 years of age, the workforce is dynamic, adaptable, and positioned to drive innovation.

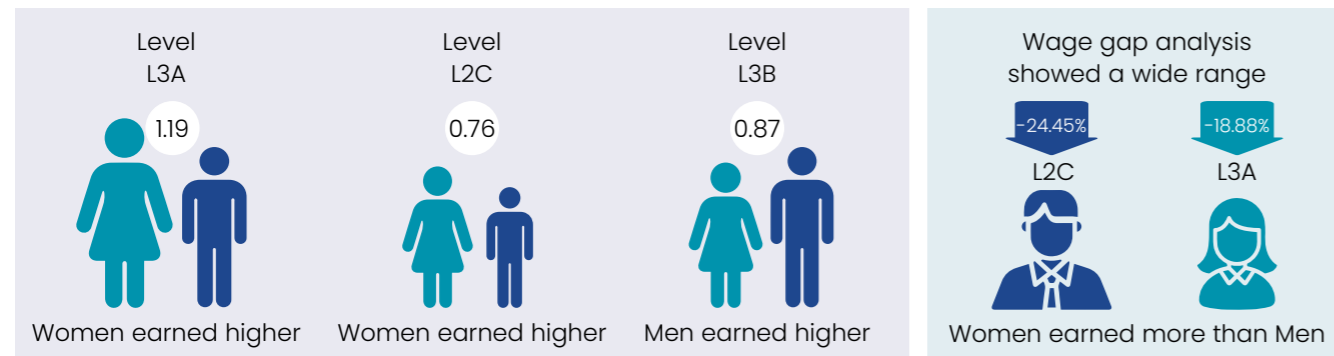
At the governance level, women represent 6.67% of leadership roles. While this reflects a modest start, it also highlights the Company's acknowledgement of the need for greater gender representation in decision-making. This recognition has informed its diversity, equity,

and inclusion (DEI) agenda for the coming years.



Equal pay and addressing wage gaps

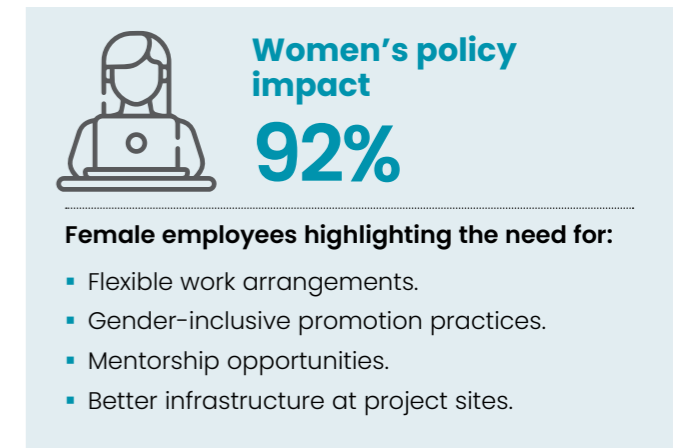
Equity in pay is central to PS Group's ethos of fairness. A detailed analysis of salary ratios between women and men shows both progress and gaps:



These insights have triggered a review of compensation practices to reduce inconsistencies. The Company is committed to embedding gender equity not just in principle but in practice, ensuring that pay structures reflect fairness at every level.

Incidents of discrimination and survey insights

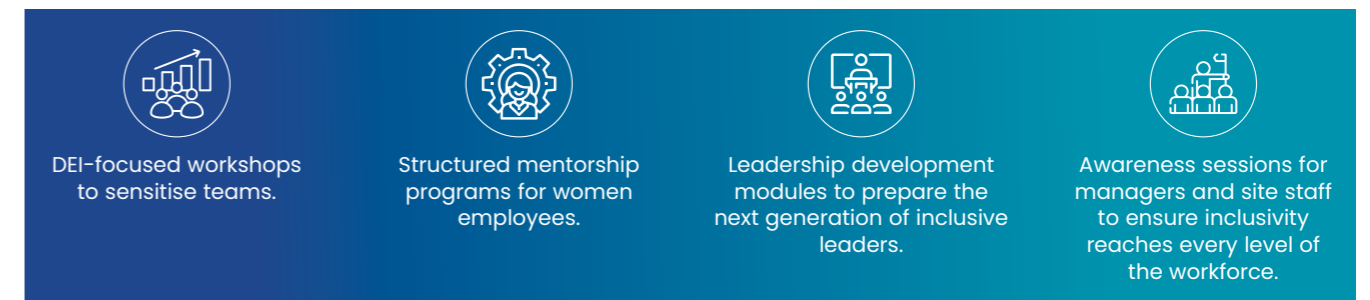
No formal cases of discrimination were reported during the year, reaffirming the effectiveness of preventive frameworks. However, employee voice was captured through the Employee Opinion and Diversity Index (EODI) survey, which provided critical insights:



Recurring concerns included limited mentorship, inadequate support for differently-abled employees, and perceptions of bias in promotions. These insights are feeding directly into the DEI roadmap, shaping policies for the next reporting cycle.

Training and awareness

Awareness is the first step toward cultural transformation. During the year, PS Group conducted workplace awareness programmes covering key policies such as code of conduct, prevention of harassment, grievance redressal, and ethical behaviour. While limited in scale, these sessions established a foundation for broader, organisation-wide training planned in the coming years.



Through these initiatives, PS Group is moving from compliance-driven awareness to culture-driven change.

Conclusion

Governance and people policies at PS Group are not static frameworks but living systems that evolve with feedback, context, and aspiration. By embedding conflict-of-interest protocols, transparent grievance mechanisms, structured diversity initiatives, and equal pay commitments, the Company is creating a culture where fairness is not aspirational but operational. The year's progress demonstrates both strengths and gaps ranging from wage parity to representation in leadership which the Company acknowledges candidly. In doing so, PS Group strengthens not only its governance structures but also its credibility in the eyes of customers, employees, and partners. As the Group continues to expand its footprint across geographies, these frameworks ensure that growth is rooted in ethics, equity, and inclusivity. In real estate, where trust is the ultimate currency, PS Group's governance and people policies remain its strongest pillars of brand equity.

PART FIVE

Our stakeholder engagements



Green open spaces at PS Vaanya, New Town Action Area II

Our engagements with our stakeholders

Maintaining a dialogue, deepening trust



Project launch event with potential buyers at PS Sansara, Howrah

Overview










In India, real estate touches lives in deeply personal ways - it shapes the homes people live in, the communities they grow in, and the environments they share. This makes it imperative for a real estate company to engage with every stakeholder responsibly and with empathy.

Homebuyers seek trust and transparency; communities expect inclusive growth; regulators and civic bodies look for compliance and accountability; and investors seek long-term stability built around ethical practices. By listening, responding, and collaborating meaningfully, the Company earns goodwill that extends beyond transactions it builds lasting relationships.

Responsible engagement also helps address pressing concerns like climate change, sustainable resource use, and equitable urban development. When all voices are valued and respected, real estate becomes more than construction it becomes a commitment to people, place, and progress. This is how trust is nurtured, and how growth is made truly sustainable.

At PS Group, communicating transparently with our stakeholders comprises a key component of our ESG framework. We have found that collaboration with stakeholders typically results in more creative ideation and solutions, stronger buy-in to our shared goals, and mutually beneficial ESG strategies.

PS Group's Stakeholder Engagement Matrix

Stakeholder Group	Purpose of engagements	Nature and frequency of engagements	Issues raised by stakeholders	How the organisation responded	Key engagement activities (FY 2024-25)
Employees (Head office, marketing, site) 	To foster a positive work environment, align employees with organisational values, promote growth, and ensure well-being	<ul style="list-style-type: none"> Monthly team meetings Quarterly Townhalls Annual performance reviews Continuous learning and development sessions Annual employee satisfaction survey 	<ul style="list-style-type: none"> Career growth and training Job clarity Health and safety Work-life balance 	<ul style="list-style-type: none"> Introduced upskilling programs Strengthened internal communication Enhanced safety protocols and mental wellness support 	<ul style="list-style-type: none"> Skill enhancement workshops Launch of internal e-learning portal Health and Wellness Week
Contractual labour/workers 	To ensure worker welfare, safety, legal compliance, and productivity on-site	<ul style="list-style-type: none"> Daily toolbox talks Monthly safety drills Quarterly welfare audits Grievance redressal channels 	<ul style="list-style-type: none"> Site safety and PPE availability Timely payments Clean drinking water and sanitation 	<ul style="list-style-type: none"> Improved site infrastructure Monitored timely disbursement Deployed dedicated safety officers 	<ul style="list-style-type: none"> Safety training programs Welfare inspections Annual Safety Day campaign
Customers / homebuyers 	To build trust, address concerns, and ensure satisfaction across the buyer journey	<ul style="list-style-type: none"> Pre - and post-sales support Satisfaction surveys Project walkthroughs Regular email and WhatsApp updates 	<ul style="list-style-type: none"> Timely possession Construction quality Transparency in project status Green features 	<ul style="list-style-type: none"> Improved project tracking updates Enhanced customer service processes Shared sustainability credentials 	<ul style="list-style-type: none"> Customer experience surveys Site open house events Green home awareness mailers
Investors / JV partners 	To maintain transparency, drive returns, and build long-term trust	<ul style="list-style-type: none"> Quarterly performance reports Annual investor meets Regular project reviews 	<ul style="list-style-type: none"> Project execution timelines Return on investment ESG risk mitigation 	<ul style="list-style-type: none"> Shared ESG roadmap Accelerated delivery timelines Improved reporting transparency 	<ul style="list-style-type: none"> Investor meet (Q3 FY 2024-25) Joint reviews for key projects Strategic ESG briefing sessions
Government and Regulators (IGBC, PCB, GoI) 	To ensure compliance, gain approvals, and contribute to sustainable urban development	<ul style="list-style-type: none"> Regular audits and inspections Compliance filings Participation in green building certifications 	<ul style="list-style-type: none"> Building code compliance Green norms (waste, water, energy) Pollution control 	<ul style="list-style-type: none"> Achieved IGBC certification targets Strengthened regulatory liaisoning Implemented green practices 	<ul style="list-style-type: none"> IGBC Green Building Certifications Compliance audit reports Environment clearance workshops
Local communities 	To support inclusive development and ensure minimal social and environmental disruption	<ul style="list-style-type: none"> Community consultations Site-level engagement CSR program implementation 	<ul style="list-style-type: none"> Local employment Infrastructure support Dust and noise mitigation 	<ul style="list-style-type: none"> Hired local workforce Supported community education and health Implemented noise and dust control measures 	<ul style="list-style-type: none"> School adoption initiatives Health camps near project sites Community grievance helpline
Suppliers and contractors 	To ensure reliable sourcing, compliance with standards, and alignment with ESG values	<ul style="list-style-type: none"> Periodic vendor evaluations Monthly review meetings Contractual negotiations 	<ul style="list-style-type: none"> Timely payments Material quality expectations Safety compliance 	<ul style="list-style-type: none"> Streamlined procurement process Introduced vendor code of conduct Enhanced payment tracking systems 	<ul style="list-style-type: none"> Supplier onboarding audits Safety orientation for contractors Partner capability assessments
NGOs 	To co-create social impact initiatives and strengthen local outreach	<ul style="list-style-type: none"> Project-based collaboration Periodic joint reviews Field visits 	<ul style="list-style-type: none"> Community health Child education Gender equity initiatives 	<ul style="list-style-type: none"> Designed community programs Offered financial and volunteering support Focused on measurable impact 	<ul style="list-style-type: none"> CSR partnership with local NGOs Mid-year program reviews Community outcome assessments
Industry associations (CREDAI, IGBC, etc.) 	To contribute to industry-wide improvement, policy shaping, and shared learning	<ul style="list-style-type: none"> Participation in conferences and forums Policy advocacy meets Working group representation 	<ul style="list-style-type: none"> Urban sustainability Policy simplification Best practice exchange 	<ul style="list-style-type: none"> Advocated for green incentives Shared case studies Adopted updated 	



PART SIX

Health, safety and well-being



Periodic batching plant and schedule maintenance

A safe site helps build a safe city.

Our workspaces ripple into healthier neighbourhoods



Workers using appropriate PPE while working on-site at PS Sansara, Howrah

Big numbers of FY 2024-25

3,24,039 **0**
Construction person days Fatal incidents (0)

0 **0**
Lost time incidents (down by 100% since FY 2023-24) Lost person days (down by 100% since FY 2023-24)

7 **626**
Medical treatment cases Near misses (down by 32% since FY 2023-24)

344 **6,362**
First aid cases (down by 47% since FY 2023-24) Workmen trained on EHS

11,000+
Training person hours

Occupational safety: A foundational responsibility

The health and wellbeing of our workers, employees, and communities form the foundation of every building we deliver. Safety is not a checklist – It is how we honour human life, enable dignity, and ensure that progress is shared by all.

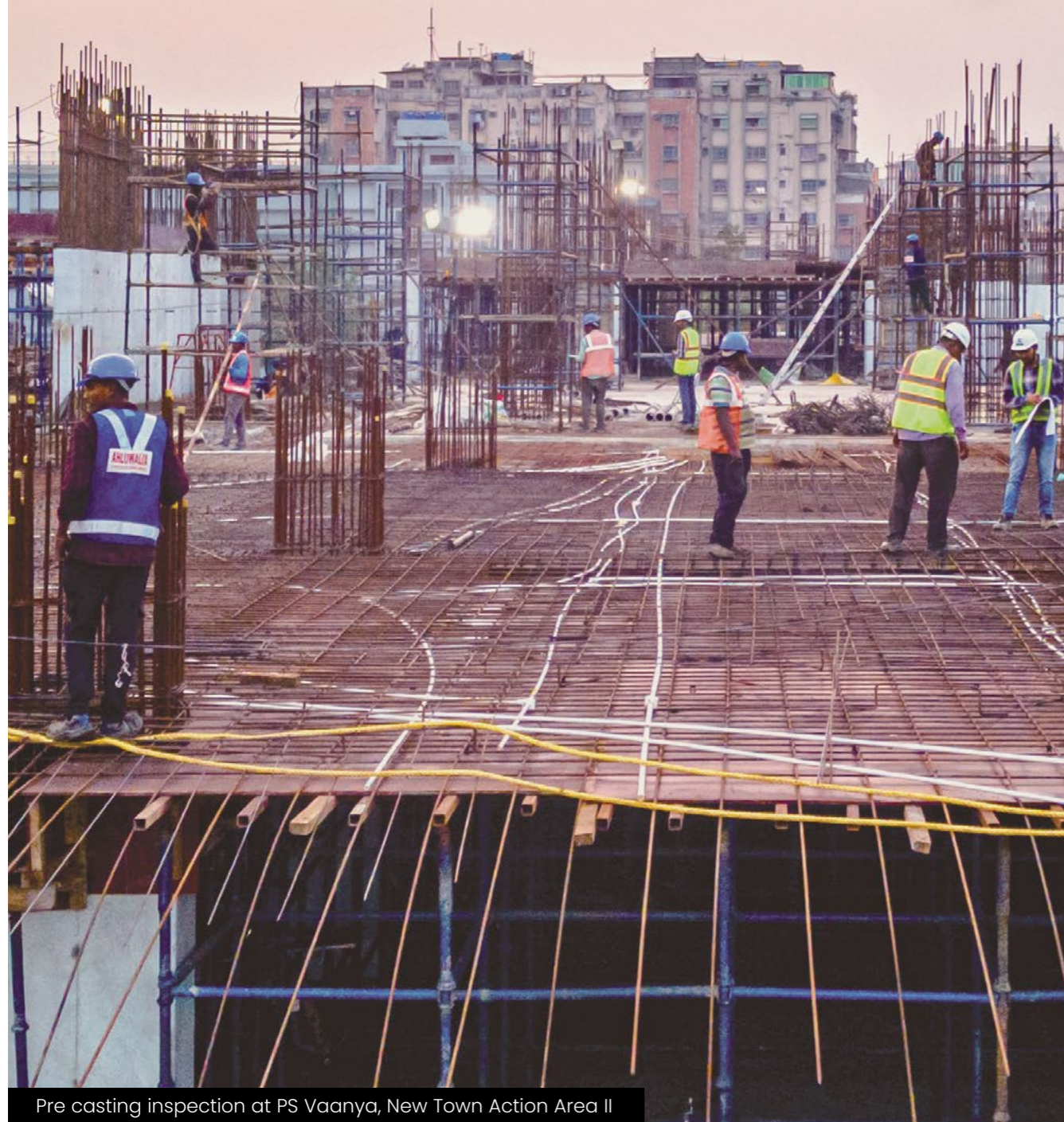
Our EHS approach is anchored in five pillars that help us deliver lasting value:

Zero-harm workplaces • Minimising environmental impact • Beyond compliance • Continuous education and behavioural safety • Shared responsibility

We were the first developer to achieve multiple ISO certifications.

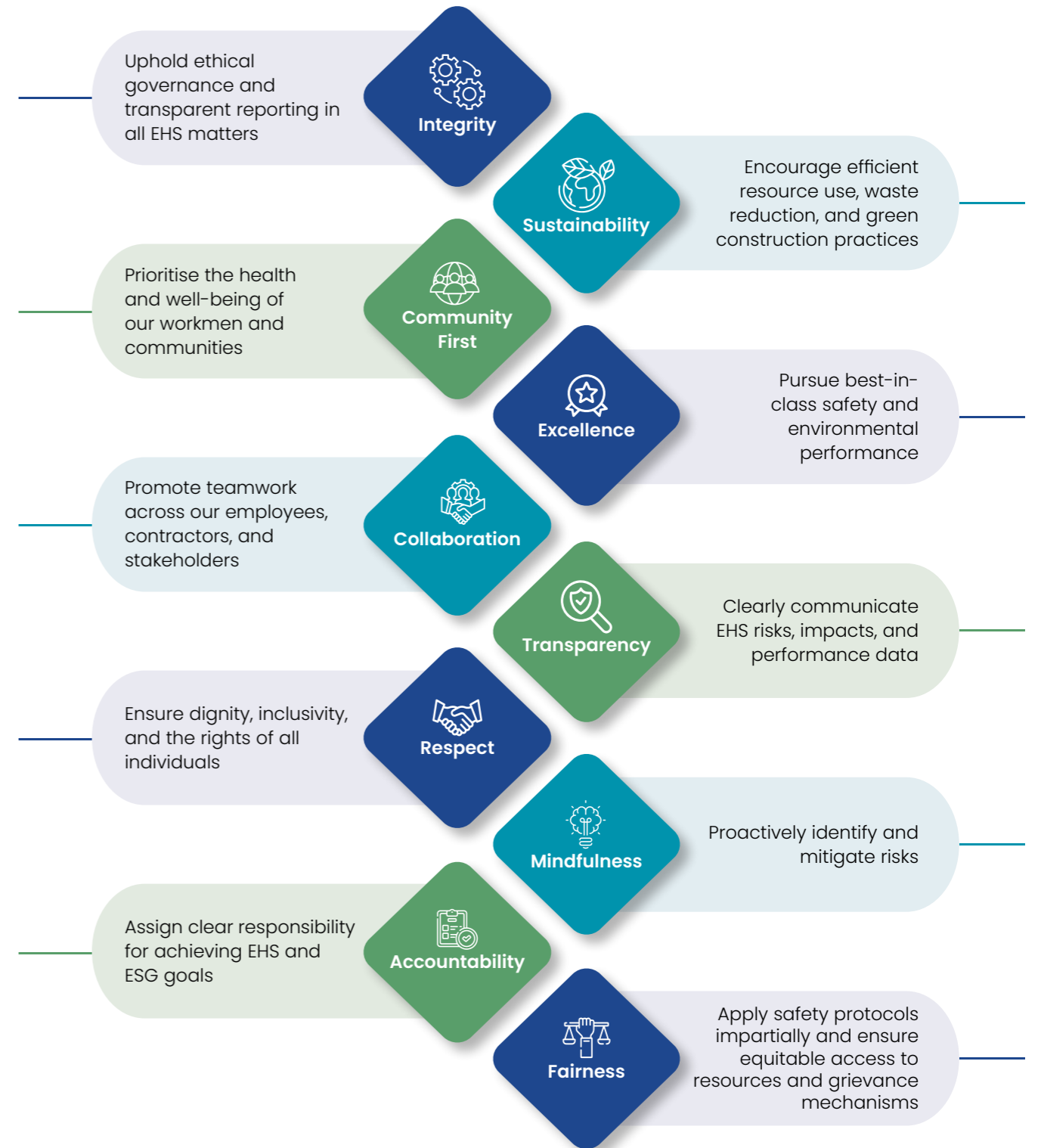


Our EHS commitment: Integrating care into our operations



Pre casting inspection at PS Vaanya, New Town Action Area II

PS Group's Environment, Health, and Safety (EHS) Policy is embedded across all project sites and operational functions and translates into the following values



Through regular safety audits, health check-ups, and environmental monitoring, we uphold our commitment to safeguarding human lives while building responsibly.

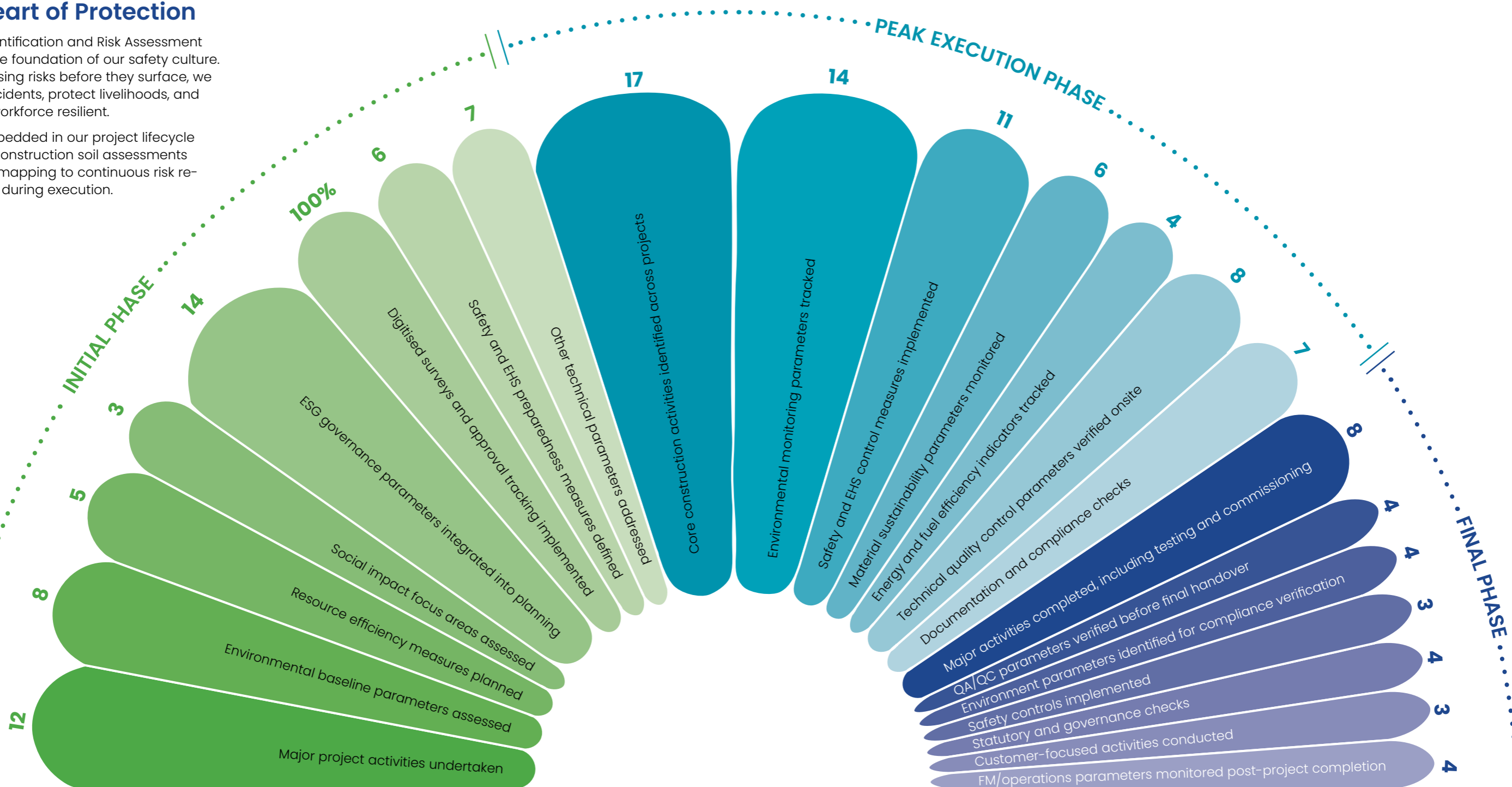
Pillar 1: Our zero-harm workplaces

A safe worker represents the starting point of true value creation.

1.1 HIRA – Prevention at the Heart of Protection

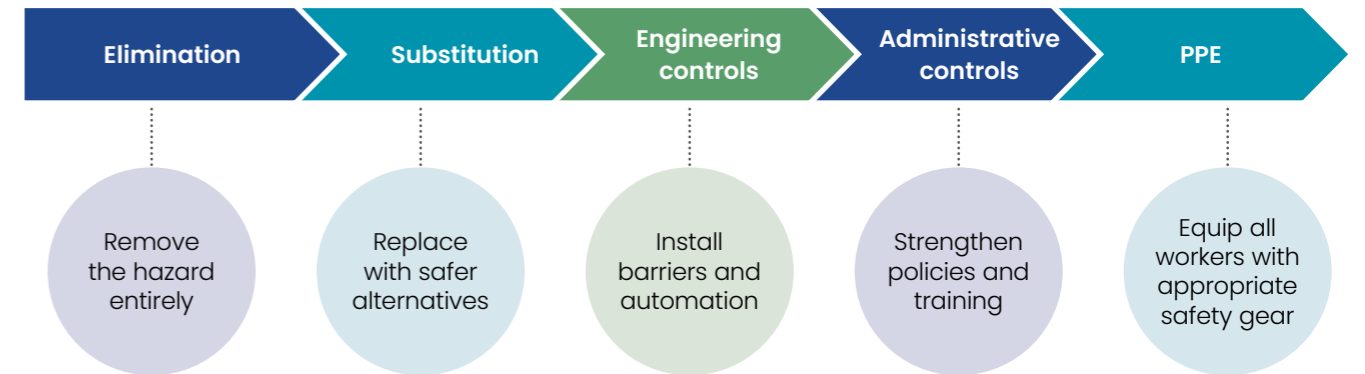
Hazard Identification and Risk Assessment (HIRA) is the foundation of our safety culture. By recognising risks before they surface, we prevent incidents, protect livelihoods, and keep our workforce resilient.

HIRA is embedded in our project lifecycle from pre-construction soil assessments and utility mapping to continuous risk re-evaluation during execution.



Hierarchy of controls

This enables us to proactively implement control measures aligned with the globally recognised Hierarchy of Controls



1.2 Structured safety systems

Safe systems of work for all high-risk operations

Permit-to-work for electrical, hot work, confined spaces

Controls for working at heights, scaffolding, lifting, and night shifts

These interventions protect lives while ensuring efficient, predictable project delivery.

High risk activity incident data

1 Working-at-height incident	102 Cut injury cases	1 Electrical incident (shock / arc / short-circuit)	1 Hot-work incident (welding light exposure)	1 Slip / trip / fall during site movement
626 Near-miss cases linked to high-risk activities	344 First-aid cases	0 Lost-time injuries	0 Lost person-days	7 Medical treatment cases (MTC)

1.3 Audits and inspections

Internal and third-party safety audits: 25 (internal)

Equipment inspections

Worker accommodation reviews/ checks: once in a week, 4 times a month (average)

Vector control and hygiene checks

Key hygiene indicators:
1,324 pest control treatments • 20 monthly average + AQI Checks + Noise checks

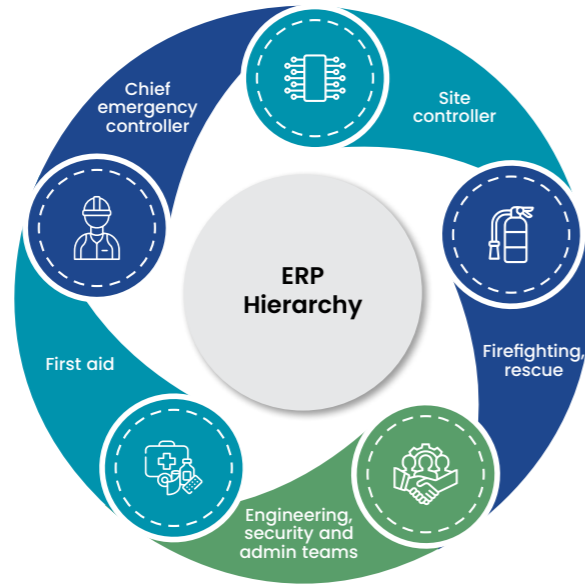
1,330 AQI checks conducted	201 Noise monitoring checks	198 LUX level monitoring checks	18 Water quality checks
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Such measures prevent disruption, reduce health risks, and enhance workforce wellbeing – a foundation for productivity and long-term stability. Exceeding our committed frequency for these checks and audits – because only regular governance helps us achieve regular impact.

1.4 Emergency preparedness

Our Emergency Response Plan (ERP) equips every site to act swiftly during fires, electrocution, structural failures, or extreme weather events.

Six monthly drills strengthen confidence and readiness – ensuring continuity, reducing downtime, and safeguarding human life.



Emergency response preparedness

Emergency response preparedness is vital for an Indian real estate company because of the sector's direct responsibility for the safety of people and assets. Buildings are not just structures;

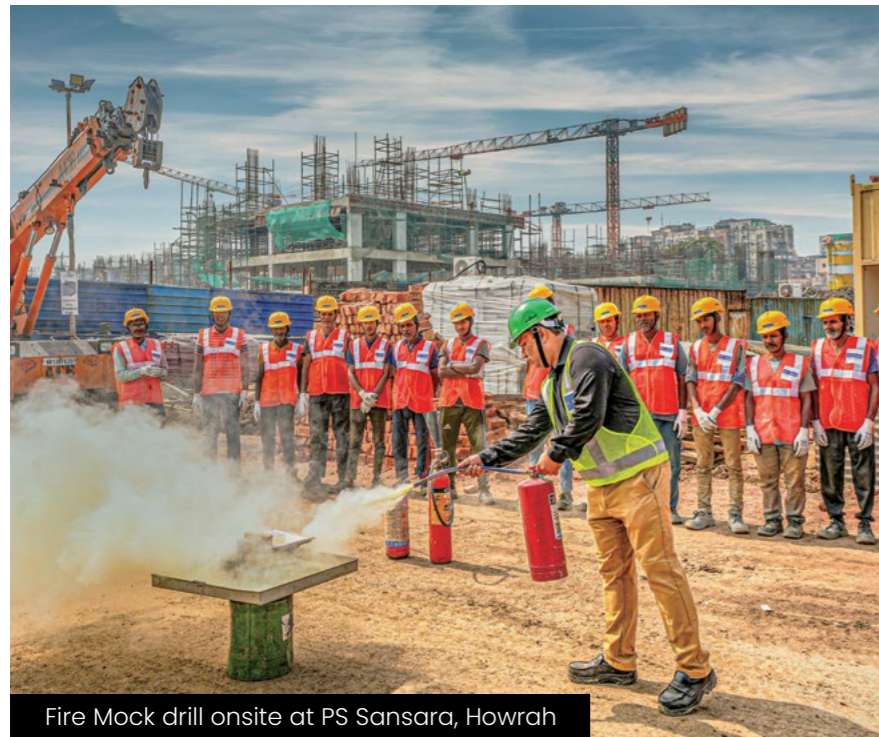
they are homes, workplaces, and community spaces where lives must be safeguarded against unforeseen risks. In a country prone to challenges such as fire hazards, extreme weather, earthquakes, and now climate-related events, having robust preparedness measures ensures

quick response, minimises damage, and protects human life.

For residents and tenants, visible emergency readiness builds confidence and peace of mind, reinforcing trust in the developer. For employees and construction workers, it reflects a culture of care and responsibility. From a regulatory and reputational standpoint, preparedness demonstrates accountability, reduces liability, and enhances the Company's standing as a responsible developer.

Ultimately, emergency response preparedness is not just about managing crises it is about building resilience, safeguarding communities, and ensuring continuity in a rapidly changing environment.

To manage site-level risks effectively, PS Group has implemented a structured Emergency Response Plan (ERP). The ERP is supported by a dedicated hierarchical team and is designed to address a wide range of emergencies including fire, electrocution, structural collapse, and natural calamities.



Fire Mock drill onsite at PS Sansara, Howrah

1.5 Health, Amenities, Welfare, Support

Our Emergency Response Plan (ERP) equips every site to act swiftly during fires, electrocution, structural failures, or extreme weather events.



Regular health check-ups

Annual medical examinations and preventive health screenings are conducted to enable early detection and timely intervention for employee health concerns. (Aligned with HR Policy: Employee Health and Welfare)



Safe drinking water

RO purification systems are installed to provide uninterrupted access to safe, clean drinking water. (Aligned with EHS Policy: Occupational Health, Welfare and Hygiene)



Pandemic and infectious disease control

Preventive measures and response protocols are in place to safeguard employees during public health emergencies. (Aligned with EHS Policy: Pandemic and Infectious Disease Control)

16

Health camps for workers and community members

1,324

Pest-control treatments conducted

393

Personnel engaged for hygiene and maintenance

Healthy people build healthy communities – and healthy communities build lasting value.



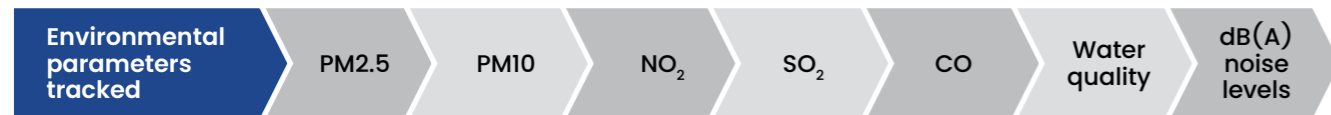
Worker using appropriate PPE while working on-site at PS Sansara, Howrah

Pillar 2: Minimising our environmental impact

A cleaner site builds a cleaner future and strengthens environmental resilience for generations.

2.1 Air, water and noise monitoring

We continuously monitor critical parameters and align them with CPCB and WHO norms to protect workers, neighbours, and the local ecosystem.



Air quality

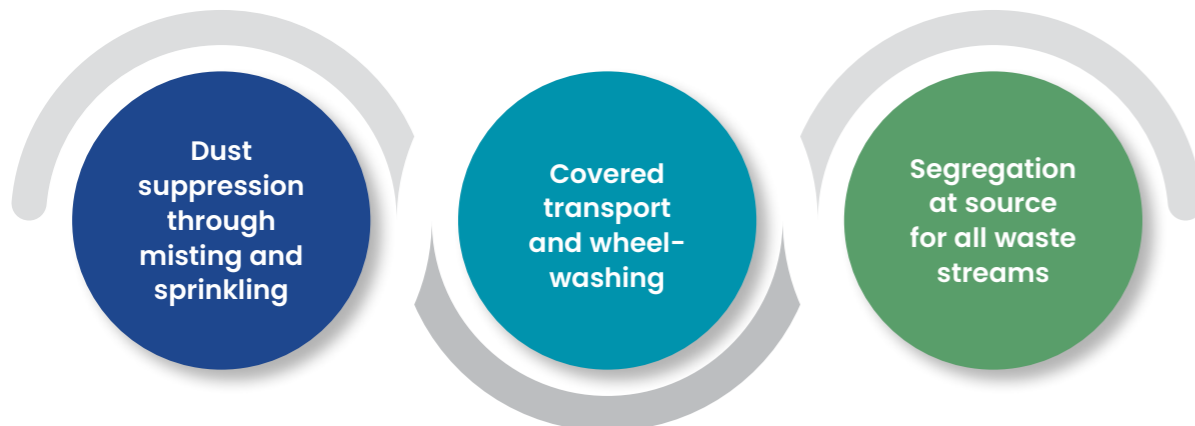
- Track PM2.5, PM10, NO₂, SO₂, CO concentrations against CPCB limits.
- % of recorded concentration complying with the CPCB NAAQS / WHO permissible limit



Noise quality

- Day-time and night-time dB(A) levels at key locations (sensitive location)
- % of locations with readings within CPCB prescribed norms based on the location (residential/ commercial/ industrial/ silence zone).

2.2 Pollution and waste controls



These measures reduce environmental stress and support healthier work environments and neighbourhoods.



Dust control: Recognising the potential health hazards of airborne dust, water sprinkling systems were deployed across construction zones to minimise dust levels and improve air quality.

2.3 Green construction practices

Water-efficient curing

Optimised curing methods are used to reduce water consumption while ensuring structural strength and construction quality.

Reuse of materials

Construction materials are recovered and reused wherever feasible to minimise waste and reduce the need for fresh resources.

Energy-efficient site operations

Sites follow energy-saving practices, including efficient equipment use and controlled power consumption, to lower environmental impact and operating costs.



Alu-form fixing work ongoing at PS One10, New Town Action Area I

Pillar 3: Beyond a culture of mere compliance

We aim not just to meet norms, but to build with conscience, integrity, and long-term purpose.

3.1 Integrated Management System (IMS)

Our IMS—aligned with ISO 9001, 14001, and 45001—integrates quality, environment, and safety frameworks into a single ecosystem.



An integrated system ensures reliability, strengthens trust, and enhances the enduring value of our developments.



Immediate reporting: All incidents, regardless of severity, must be promptly reported to the nearest Security Guard, Project Manager, or Site EHS In-charge by the person involved or any witness in training programmes.



Incident investigation: A dedicated committee comprising the EHS Chief, Site EHS In-charge, Project Manager, Area In-charge, and relevant specialists conducts a comprehensive investigation.



Root cause analysis: The investigation team identifies the underlying cause of the incident to ensure targeted prevention strategies.

3.2 Higher-than-required standards



Going beyond compliance is how we build credibility—and how we create safer, longer-lasting assets for end-users.

3.3 Transparent EHS data and governance

A unified digital approach ensures real-time visibility, enabling swift decisions and consistent accountability across teams.



Documentation and knowledge sharing: All incident data, analysis, and preventive measures are documented in the Company's central safety repository. This knowledge is reviewed periodically, integrated into Standard Operating Procedures (SOPs), and used to strengthen future training programmes.

62
EHS indicators reported

47%
Increase in indicators tracked YoY

42
EHS committee meetings held

Pillar 4: Our culture of continuous education and behavioural safety

Knowledge is a form of wealth—empowering people to work safer, smarter, and with pride.

4.1 Training culture

Training equips teams to navigate evolving regulations, sustainability requirements, and modern construction technology.

6,362

Workers trained on EHS

1,811

Staff trained on EHS

1,194

Staff training man-hours

3,343

Workmen EHS training person-hours

53

Staff safety induction sessions

1,064

Workmen safety inductions

Training: Empowering our workforce

Training is critical in a real estate company in India because the sector operates at the intersection of people, processes, and compliance. With evolving regulations such as RERA, heightened customer expectations, and the increasing focus on sustainability, continuous training ensures that employees remain informed, skilled, and aligned with industry best practices.

On construction sites, training is essential for worker safety, efficient use of technology, and adherence to quality standards. It reduces risks, enhances productivity, and helps deliver projects on time with the highest levels of safety and precision. For customer-facing teams, training sharpens communication, builds trust, and ensures transparency in every interaction.

Moreover, as digital tools, green building practices, and climate resilience gain importance, upskilling becomes the foundation of future-readiness. A culture of training nurtures professionalism, strengthens governance, and equips employees at all levels to contribute meaningfully to the Company's growth and its responsibility to communities.

Training is central to our safety and sustainability agenda. We have institutionalised comprehensive training programs for both staff and workmen, focusing on real-world risks and prevention strategies.

Key training areas for staff and workers

These programs build a safety-first culture that prioritises people

over processes and prevention over reaction.

The Company conducted a structured series of training programs to strengthen workplace safety, emergency readiness, employee wellbeing, and environmental responsibility.

Core safety and operations

Training sessions reinforced safe practices in high-risk areas, including working at heights, scaffolding and ladder use, crane and hoist operations, machine and equipment safety, lifting and rigging, Aluform shuttering, electrical and welding activities, hot work, and traffic management. Employees were also trained on the Permit-to-Work (PTW) system, ergonomics in manual lifting, fall arrest and rescue procedures, and protocols for extended/night work.

Emergency preparedness

Regular programs covered fire prevention, evacuation drills, first aid and CPR, and preparedness for natural hazards such as cyclones and floods, ensuring a culture of readiness and resilience.

Health, hygiene and mental wellness

Awareness initiatives focused on occupational health, workplace hygiene, mental wellbeing, and

infectious disease protocols, including COVID-19 preparedness.

Environmental, chemical and waste safety

Employees were trained on pollution prevention, waste segregation, chemical handling and spill response, and overall environmental stewardship.

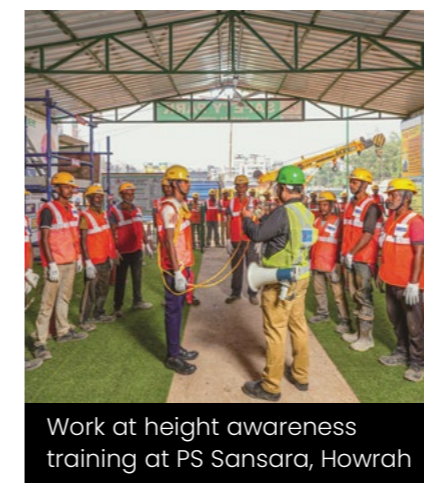
Behavioural and administrative safety

Sessions promoted behaviour-based safety (BBS), hazard

identification and risk assessment (HIRA), proper use of personal protective equipment (PPE), housekeeping best practices, confined space entry protocols, and access control at worksites.

All training modules were supported by practical demonstrations, clear signage, and multilingual instruction to ensure effective learning and implementation across the workforce.

4.2 Core safety trainings



Work at height awareness training at PS Sansara, Howrah



Demonstration of IS code 3696 at PS Vaanya, New Town Action Area II



PPE colour coding at PS Quintessa, Kankurgachi

4.3 Health, hygiene and environmental training



Pillar 5: Our sense of shared responsibility

Collective care creates collective resilience—and resilience is a lasting form of wealth.



Tool box talk at PS Sansara, Howrah

5.1 Transparent and open reporting culture



Non-punitive reporting

A culture where employees and workers can report hazards, near misses, and unsafe acts without fear of blame, enabling early identification and prevention of risks.

Whistleblower pathways

Confidential and transparent channels that allow individuals to raise safety, ethical, or compliance concerns, ensuring issues are addressed fairly and responsibly.

Safety champions on every site

Trained site-level leaders who promote safe practices, guide workers, and act as the first line of support for resolving safety concerns on the ground.

5.2 Community health engagement

We extend our responsibility beyond the boundaries of our project sites:

Health camps for workers and surrounding communities

Regular health camps were organised to provide basic medical check-ups, preventive care, and health guidance, covering 16 workers along with members of nearby communities.

Hygiene awareness outreach

Focused awareness sessions were conducted to promote personal hygiene, sanitation, and healthy living practices among workers and local residents.

Responsive engagement with local residents

The Company maintained open channels of communication with proximate communities, ensuring concerns were heard, addressed promptly, and reflected in on-ground actions.



Key EHS challenges at site

Limited awareness and capability among contractors and vendors due to diverse backgrounds, informal safety exposure, and frequent labour churn. This leads to inconsistent compliance and dependency on supervision rather than self-accountability.

High dependence on paper-based EHS systems for permits,

toolbox talks, inspections, and incident reporting, resulting in delays, limited real-time visibility, and restricted data analysis.

- Use of multilingual, visual, and on-site demonstration-based training methods

- Integration of EHS performance criteria into contractor onboarding and evaluation

- Phased transition to digital EHS tools and platforms

- Centralised dashboards for real-time tracking of EHS metrics

- Improved data accuracy, traceability, and audit readiness

- Use of data analytics to identify trends, recurring risks, and corrective actions

Conclusion: Safety as the foundation of our enduring value

At PS Group, safety is not a legal duty—it is a moral promise.

Health, safety, and wellbeing allow people to thrive, empower families, strengthen communities,

and create spaces where life can unfold with freedom and dignity.

By embedding these five pillars deeply into our culture, we build not just homes and workplaces

but lasting human value, collective resilience, and a better quality of life for everyone we touch.

This is our true wealth creation. This is what we stand for.



PART SEVEN

Our employee well-being and development

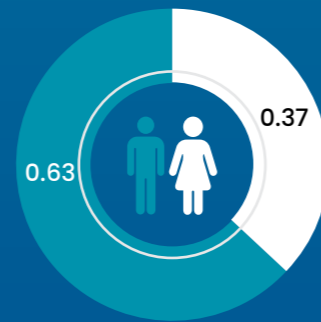
PS Group is one of the preferred employers in the real estate industry and has been certified as 'Great Place to Work' for high building a high-trust, high-performance culture.

- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Big numbers, FY 2024-25



Ratio of women to men in PS Group

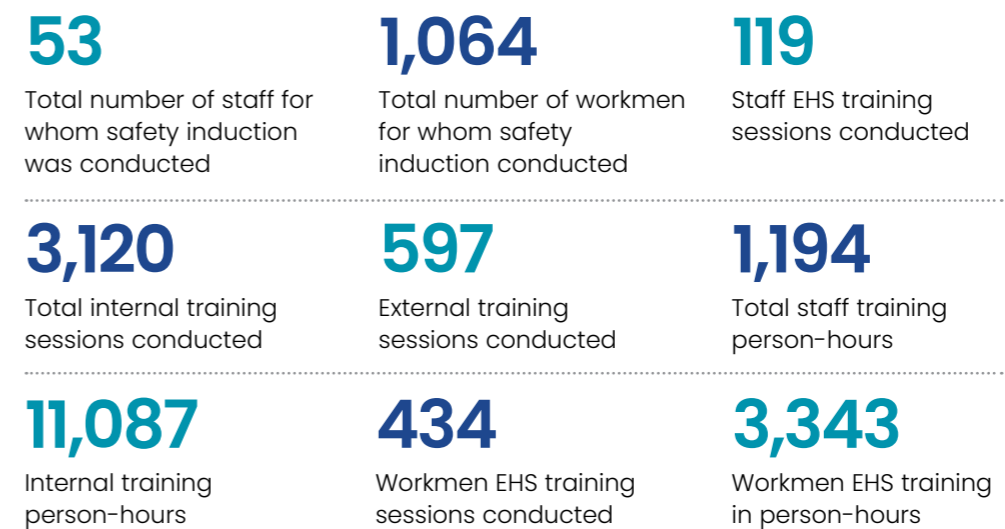


0.37, Highest at Level 3B

Upholding human rights



Big numbers, FY 2024-25



For three consecutive years

Overview

Human rights provision and dignity are of increasing importance in India's real estate sector, where development directly affects lives, livelihoods, and communities. A real estate company is not only a builder of spaces but also a steward of people's rights be it workers on construction sites, families who move into homes, or communities that share the urban landscape.

Respecting human rights means ensuring safe working conditions, fair treatment, and freedom from discrimination for all employees and partners. It also means

listening to the voices of residents, safeguarding their privacy, and creating spaces that enable secure, healthy, and dignified living.

As India urbanises rapidly, companies that embed dignity and human rights into their practices demonstrate responsibility beyond compliance. They earn trust, reduce risks, and contribute to social equity. Ultimately, upholding these principles reflects a commitment to progress that is inclusive, compassionate, and respectful of every individual.

At PS Group, our understanding of sustainable development begins with a deep-rooted respect for human rights. We recognise that communities thrive when the dignity, safety, and well-being of individuals are protected and promoted. This conviction is woven into every project we undertake from conception to construction and reflects our larger purpose: to build not just homes, but lasting, inclusive, and resilient communities. It is this belief that defines our approach of "Buildings and Beyond."

Gender pay analysis

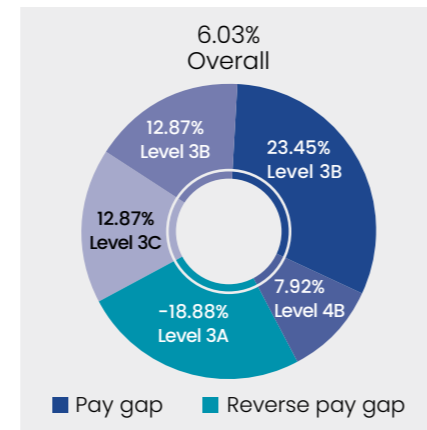
During the reporting period of 2024-25, PS Group undertook a comprehensive analysis of gender-based remuneration to understand pay equity across the organisation. The data revealed that the average monthly salary for female employees stood at ₹56,907, while their male counterparts earned an average of ₹60,561. This resulted in an overall gender pay gap of approximately 6.03% favoring male employees.

A closer examination by employee levels uncovered varying degrees of disparity. Certain levels exhibited significant pay

gaps, including Level 2C with a gap of 24.45%, Level 3B at 12.87%, Level 3C at 6.53%, and Level 4B at 7.92%. Interestingly, some levels demonstrated a reverse pay gap where female employees earned more on average, such as Level 3A (-18.88%) and Level 4A (-8.55%). These findings suggest a complex compensation structure influenced by role types, responsibilities, and representation across levels.

The analysis highlights the necessity for ongoing efforts to ensure equitable remuneration and to address structural factors that contribute to

pay discrepancies. PS Group remains committed to fostering a workplace where pay equity is continually monitored and improved.

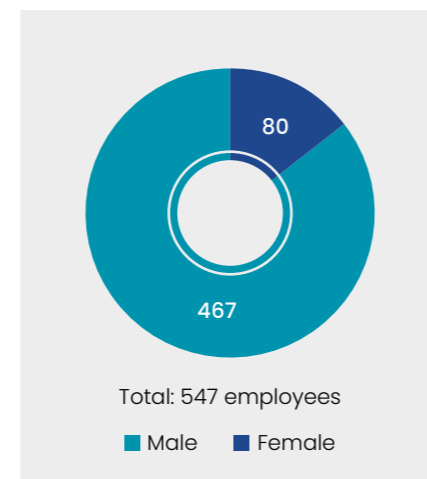


Workforce diversity

As of March 2025, PS Group's total workforce comprised 547 employees, with 467 male and 80 female employees. Female representation was predominantly concentrated in mid-level positions, particularly within Levels 3 and 4. Conversely, female presence was notably limited at senior tiers such as Level 1 and Level 2 C. This distribution highlights areas where the organisation must intensify its focus on enhancing gender

diversity and promoting equitable growth opportunities across all hierarchical levels.

Efforts to bridge this gap include targeted talent development programs, mentorship initiatives, and inclusive recruitment strategies aimed at increasing the pipeline of women for leadership roles. PS Group acknowledges that a balanced and diverse leadership is critical to driving innovation and sustainable business success.



Responsible business practices and ethical governance

Strengthening corporate integrity through policy

We approach governance with the same sense of responsibility that defines our development practices. Our company-wide policies support strong ethical standards across all verticals and levels of decision-making. These include:



These policies are reviewed periodically and integrated with due diligence protocols to mitigate risks and promote long-term ethical behaviour. We also implement preventive measures such as contractual clauses, supplier training, and restricted sourcing from high-risk regions.

Commitment to ethical conduct and zero tolerance

We maintain a zero-tolerance policy toward all forms of human rights violations, including child labour, forced labour, trafficking, and workplace discrimination. This uncompromising stance is fundamental to our operations and culture. Every individual associated with PS Group whether directly or through our extended value chain is expected to

embody the values of fairness, transparency, and inclusion.

To ensure that our practices remain relevant and impactful, we regularly update our internal policies in line with international human rights standards and best practices. Our Human Resources and Compliance teams play an active role in institutionalising these principles, driving awareness

and accountability at every level of the organisation.

We extend these standards across our entire network covering employees, contractors, suppliers, and partners. By aligning our ecosystem around shared values of respect, equity, and integrity, we work collectively toward a built environment that is both sustainable and just.

Embedding human rights in built spaces

Designing with inclusivity and dignity

Our architectural philosophy is rooted in creating environments that promote shared experiences and nurture relationships. Whether it's through inclusive design elements, accessibility features, or

culturally sensitive amenities, our developments are shaped by a vision of equity and belonging.

Each project reflects our understanding that homes are not just physical structures they are the foundation for family

time, community connection, and social well-being. By embedding the principles of human rights into our design and development processes, we ensure that the spaces we create remain safe, welcoming, and nurturing for generations.

Performance management, appraisal and growth

PS Group operates a formal, organisation-wide performance management framework through its HR platform, enabling employees to set KRAs and KPIs, undertake self-assessment, and document performance and training needs. Reporting managers

review both technical delivery and behavioural competencies, provide structured feedback, and recommend development actions and career progression. Individual Development Plans (IDPs) are used to address skill gaps and support continuous improvement, while promotions

and internal mobility are driven by performance, experience, and business requirements. This integrated approach ensures transparency, accountability, and long-term employee growth, with 100% of employees covered under formal performance reviews across all levels.

Seamless grievance management via HR One Platform

We have a formal grievance redressal process through our HRMS platform.

How it works



Submit request: Login to HR One - Go to Request - New Request - Help Desk Ticket Select the Category (Grievance) based on a requirement choose the sub-category Priority (High/Medium/Low) Description of the request and Submit

Automatic ticket creation



A request will be logged in the system, and the complaint will receive a confirmation message with a ticket number.

Support team response



The related department will review the request and respond based on the scheduled timeline.

Track and update



One can chat with the respective team for additional information or check the status of the request through the Pending Request tab.

Closure



One can share one's feedback based on the resolution received or reinstate the request if not satisfied.

Types of workplace grievances we track and address

15.6 days
Average turnaround time

Inter-personal conflict

- Strained relationships or incompatibility with peers or managers
- Feelings of neglect, exclusion, or victimisation
- Perceived favouritism, bias, or unfair treatment by superiors

Workplace harassment

- Verbal abuse: Slurs, derogatory comments, offensive jokes
- Physical harassment: Unwanted touching, threats, blocking movement
- Visual harassment: Inappropriate posters, emails, gestures
- Sexual harassment: Unwelcome advances, explicit communication, stalking
- Retaliation for reporting or opposing harassment

Work conditions

- Unsafe or unhealthy work environment
- Defective tools, equipment, or machinery
- Poor lighting, ventilation, or sanitation
- Lack of or improper use of safety appliances

Misconduct and disciplinary action

- Unjust suspension, dismissal, fines, or other punitive actions
- Lack of transparency in disciplinary proceedings
- Punishment for raising valid concerns

Discrimination

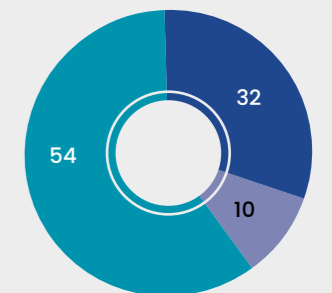
- Discriminatory behaviour based on race, gender, age, religion, disability, or sexual orientation
- Biased treatment in hiring, promotions, appraisals, or compensation
- Hostile work environment due to personal identity or background

Resignation and attrition overview

During FY 2024-25, the Company recorded a total of 104 resignations driven by a mix of voluntary and involuntary reasons. The overall annual attrition rate was 18.60%, positioning PS Group moderately below the real estate industry average attrition rate of approximately 25%. This reflects the Company's relative success

in employee retention and engagement.

These patterns provide valuable insights for PS Group's human resource strategies, informing efforts to improve workplace satisfaction, career progression pathways, and overall employee engagement to further reduce attrition rates.



Total: 104 resignations
 ■ Involuntary
 ■ Voluntary
 ■ Workplace dissatisfaction

How we empower our people through education and awareness



Team discussion at the conference room in PS Head Office

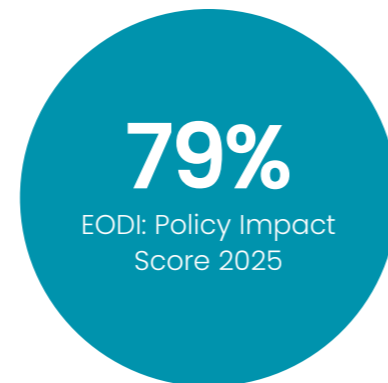
Human rights training and capacity building

Education is key to sustaining our human rights framework. We have developed structured training modules to build awareness on critical topics such as workplace ethics, non-discrimination, respectful conduct, and fair labour practices. These programmes are delivered to employees, site workers, and even third-party collaborators involved in design, security, construction, and facilities management.

Specialised sessions are held for our security staff, with a focus on

labour law compliance, respectful engagement, and safeguarding the rights of residents and visitors. This ensures a safe, inclusive, and dignified environment for everyone who interacts with our spaces.

By instilling a sense of responsibility and shared ownership, we create a workplace culture where every individual, regardless of role or hierarchy, is empowered to protect and uphold human rights.



Training data

Consolidated total (merged by programme)

Training Programme	Skill	Total Attendees	Total Duration (days)
SAP and material management	Technical/Functional	10	1
Autodesk construction cloud	Technical/Functional	24	4
HRMS – HRone	Technical/Functional	100	0.5
MS excel (Basic + Advanced)	Technical/Functional	38	2.5
PMS module implementation	Technical/Functional	75	0.5
Warehouse Inventory storage bin management/ updation in SAP (ZSBIN T-code)	Technical/Functional	40	9
Measurement process in a weighbridge	Technical/Functional	78	2
Perpetual Inventory Count System (PICS)	Technical/Functional	18	3
PS-Group ACC implementation & training plan (3 days)	Technical/Functional	137	25.5
Workshop by Mr. Madhu Aravind K on implementing sustainability through technology	Technical/Functional	43	3.5
ESG (Environmental, Social and Governance) training	Technical/Functional	100	4
IGBC Online Certification Course on Life Cycle Assessment (LCA) of buildings	Technical/Functional	10	1
Emergency preparedness plan	Technical/Functional	24	1
Induction of new joinees	Technical/Functional	40	1

Monitoring, accountability, and progress tracking

Measuring impact, strengthening outcomes

We believe that transparency is essential to integrity. To this end, we track and evaluate our human rights commitments through measurable indicators, which allow us to refine our practices and scale up positive impact. Key metrics include:

- Number of training sessions conducted annually
- Participation levels among employees and vendors
- Audit outcomes for suppliers and contractors
- Implementation of safety and accessibility features
- Compliance rates with ethical labour standards

Recent milestones include:

- Achieving 100% compliance with ethical labour practices across our supply chain
- Providing thousands of hours of training on safety, ethics, and human rights
- Incorporating enhanced accessibility measures in all new projects

Building a legacy of equity and empowerment

At PS Group, our vision for human rights is not confined to policies or protocols it is a lived value, present in every decision, action, and outcome. From ensuring secure working conditions and fair compensation, to providing access to healthcare and housing

for our workforce, we strive to improve the quality of life for all stakeholders involved in our projects.

Through continuous engagement, training, and transparent governance, we aim to create

more than homes we build communities where individuals and families feel secure, respected, and empowered. In doing so, we honour our long-term vision of sustainable urban living and redefine what it means to be a responsible developer.

Our employee and community engagement initiatives



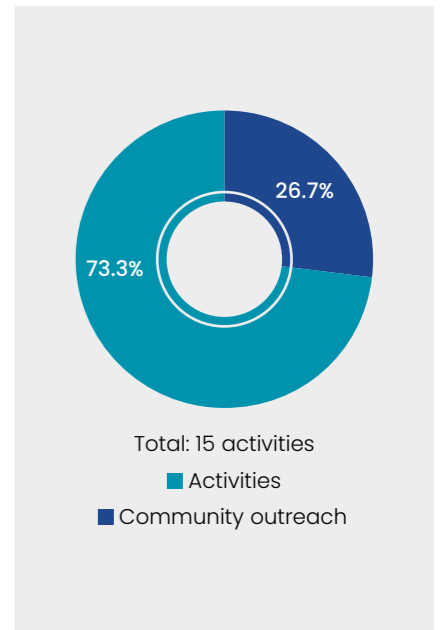
Highlights from PS Group Sports Day celebration

Overview

At PS Group, fostering a vibrant, inclusive, and socially responsible workplace is central to our culture. Throughout the year under review, a diverse range of employee engagement activities and community outreach programs were organised to promote team bonding, celebrate cultural heritage, and give back to society.

Activities: During the year, a vibrant calendar of 15 engagement and cultural activities brought employees and partners together across locations. These included PS Talent Hunt, Sports Day, and celebrations of Poila Baisakh,

Yoga Day, and Vishwakarma Puja at the site and Head Office. Regular initiatives such as quarterly birthday celebrations, Secret Santa (floor-wise), and Durga Puja lunch added cheer to the workplace, while Family Day 2025 created opportunities for deeper connections beyond work. Health and wellness were prioritised through health check-up camps at the Head Office and site, and a self-defense workshop was organised to promote safety and empowerment. Extending its commitment to the community, the Company's PS Prayas initiative included visits to Notun Ghor and ASSI, spreading goodwill and support where it matters most.



Community engagement initiatives at PS Group



Employee engagement highlights

PS Talent Hunt

With an investment of ₹15,18,186, the PS Talent Hunt engaged 430 employees in a spirited platform showcasing the diverse talents across the organisation. This initiative encourages creativity, confidence, and camaraderie, fostering a dynamic workplace environment.

Sports day

The annual sports day, which saw participation from 550 employees, was held with an expenditure of ₹13,68,106. This energetic event promoted physical wellness, teamwork, and healthy competition among colleagues.

Poila Baisakh celebration

Celebrating regional diversity and cultural heritage, the Poila Baisakh festival was observed at the office with 60 participants. The event featured a themed lunch and a best ethnic wear contest for men and women, providing a joyful opportunity to embrace Bengali

traditions and draw from India's rich cultural tapestry.

Birthday bash celebration

Recognizing the individuals who bring energy and dedication to PS Group, quarterly Birthday Bash Celebrations were hosted with a budget of ₹2,87,039. Sixty team members were celebrated, reinforcing a culture of appreciation and belonging.

Viswakarma Puja celebrations

Recognizing the spirit of craftsmanship and dedication, Viswakarma Puja was celebrated both at project sites and the Head Office, with 350 and 250 participants respectively. Investments of ₹33,310 and ₹3,42,000 underscored the importance of honouring the divine architect while reinforcing teamwork.

Durga Puja lunch

As part of embracing traditional festivities, a Durga Puja lunch was

organised for 250 employees, fostering community spirit and shared cultural pride.

Family day 2025

Our annual family day, conducted at the Aquatica Banquet and Resort, was the highlight of employee engagement in 2025. With an investment of ₹17,13,321, this event brought together 630 employees and their families for a day filled with games, music, delicious food, and fun activities. Family Day strengthens interpersonal relationships and reinforces a supportive, collaborative company culture beyond the workplace.

Additional engagement activities included workshops on self-defense, health check-up camps at both Head Office and project sites, and festive initiatives like the Secret Santa floor-wise celebration, further enriching employee experience.

Employee well-being initiatives

During the year, the Company organised a dedicated self-

defense workshop to empower women and enhance their personal safety. Yoga Day was celebrated to promote employees'

physical and mental well-being, encouraging mindfulness, relaxation, and a healthier lifestyle at the workplace.

Big numbers

₹50.18

In lakhs invested in initiatives for employee wellness and empowerment

37

Hours dedicated to meaningful engagement activities

8

External partners collaborated with for impactful programs

Engagement highlights

Initiative	Spending (₹)	Participants
PS Talent Hunt	15,18,186	430
Sports Day	13,68,106	550
Poila Baisakh celebration	30,000	60
Birthday Bash celebration	2,87,039	60
Viswakarma Puja (site)	33,310	350
Viswakarma Puja (head office)	3,42,000	250
Durga Puja lunch	10,000	250
Family Day 2025	17,13,321	630
Yoga Day celebration	0	10
Health check-up camps	0	169 (combined)
Workshop on self defense	1,500	10
Secret Santa celebration	0	150
PS Prayas – Notun Ghor visit	0	All Employees
PS Prayas – ASSI visit	0	All Employees



Employee feedback and engagement at the Head Office

“
On learning opportunities

“When I joined as a fresh civil engineer, I was nervous about handling large-scale projects. The training hours I have received here have not only sharpened my technical skills but also given me the confidence to lead site teams. It feels like a fast-track MBA on the ground.”

Rohit, site engineer

“
On safety culture

“Earlier in my career, safety meant a helmet and little else. At PS, I have been trained to identify risks before they occur. The zero-harm culture has taught me discipline that I now practice even at home with my family.”

Satyajit, construction supervisor

“
On gender inclusivity

“When I entered this male-dominated industry, I worried about whether I would be heard. At PS, my voice is not only heard but sought after. That gives me the courage to imagine a long career here.”

Anindita, design architect

“
On sustainability training

“Learning about water positivity and circular waste practices changed how I think about resources. I now apply the same principles at home my kids and I compost in our small garden. It feels like my work is changing my personal life too.”

Jayanta, quality assurance executive

“
On diversity of roles

“In seven years, I’ve worked across finance, sales, and operations. The Company trusted me enough to try new roles, and each move felt like a new chapter. I can’t think of many firms where that’s possible.”

Ajit, business development manager

“
On digital upskilling

“When we moved to IoT-enabled energy monitoring, I worried I wouldn’t keep up. But PS invested in training us. Today, I can confidently analyse dashboards and even teach juniors. At 45, that’s a great feeling.”

Suvashish, facility manager

How PS Group touches the lives and careers of its team members



“
On ESG purpose

“For me, the turning point was being part of the ESG Accelerator Committee. I realised that my daily work whether it is energy monitoring or vendor engagement actually contributes to a greener Kolkata. It gave my role a sense of purpose far beyond construction.”

Supratik, ESG data analyst

“
On work-life balance

“Real estate development can be relentless, but PS has built systems that let me spend evenings with my children. Flexible schedules during critical family times made me loyal to this company in a way no salary hike ever could.”

Bapi, Manager, Banking operation

“
On mentorship

“I was paired with a senior mentor when I joined, who walked me through not just technical issues but also how to navigate challenges with integrity. That mentorship has been the single biggest factor in my growth.”

Shubham, Assistant Manager Accounts

“
On health and wellness

“The annual health check-up flagged a concern I had ignored. The Company didn’t just cover it they followed up with counselling and support. It reminded me that my well-being matters as much as deadlines.”

Siddharth, procurement officer

“
On collaboration and team spirit

“Every bi-weekly ESG committee meeting feels like a mini-university. Finance talks to architects, HR listens to site engineers it breaks silos and makes us learn from each other. That cross-pollination is rare and powerful.”

Nivedita, AGM ESG

“
On pride in work

“Whenever I pass Aurus or Navyom with my family, I point out the balconies I helped design. My daughter says, ‘Papa built this.’ That moment makes all the late nights worthwhile.”

Pranab, MEP Engineer



PART EIGHT

Water conservation



Restored water body at PS Jiva, Phoolbagan



Common amenity space at PS The Reserve, Ballygunge

Overview

Water conservation has become one of the most pressing imperatives for real estate companies in India. With cities expanding at an unprecedented pace and groundwater levels declining alarmingly, the responsibility of developers goes far beyond delivering buildings it extends to safeguarding the very resource that sustains life.

For a sector that shapes urban living, every design and construction choice has a direct

bearing on water. From reducing consumption through low-flow fixtures to embedding rainwater harvesting, greywater recycling, and efficient landscaping, conservation is no longer an add-on feature but a defining element of responsible development. Customers, regulators, and investors increasingly expect developers to integrate water stewardship into every project, reflecting a shift where

sustainability has become inseparable from governance.

Equally important is the role of construction sites, which are often water-intensive. Responsible companies now adopt technologies and practices that minimise usage, reduce wastage, and recycle wherever possible. By doing so, they not only lower operating costs but also demonstrate foresight in addressing one of India's most urgent urban risks.

Net positive

All our projects that are designed with recharge pits, rainwater harvesting, and STPs returning more water to the ecosystem than consumed.

Ultimately, water conservation is about resilience. For real estate companies, it is both a duty and an opportunity to create communities that thrive, to secure the future, and to leave behind a legacy of care.

PS Group remains steadfast in its commitment to sustainable development, with water conservation and circular water use forming a cornerstone of its environmental strategy. Through a blend of smart infrastructure,

cutting-edge technology, and community involvement, the Group has implemented a comprehensive water management framework across its residential and commercial projects.

Integrated water management strategy

PS Group adopts a multi-pronged approach to manage water sustainably, focusing on conservation, recycling, reuse,

and recharge. We have saved 5KL of water during the year under review towards our construction activities. This strategy aligns with

national regulations and global sustainability benchmarks while supporting long-term water security in urban developments.

Rainwater harvesting

Rainwater harvesting systems are a standard feature across all major projects:

- Rooftop collection systems capture rainwater via a network of pipes.
- First-flush diverters and multi-layer filters remove contaminants before storage.

- Recharge wells and percolation pits channel excess water to groundwater aquifers, helping combat depletion.
- Storage tanks are used to collect and reuse rainwater for car washing, landscaping, and flushing.

Impacts

- Reduces dependency on municipal water supply
- Supports stormwater management and groundwater recharge
- Supplies 20–30% of outdoor water needs annually in select projects

Sewage treatment and wastewater recycling

PS Group has adopted advanced wastewater recycling systems across all large-scale developments:

- Sewage Treatment Plants (STPs) using MBBR or SBR technology treat wastewater to Class A standards and in compliance with CPCB/SPCB norms.

- Treated water is reused for landscape irrigation, toilet flushing and common area cleaning
- Greywater recycling is enabled via dual plumbing systems that segregate greywater for efficient reuse.
- Sludge disposal and management involves dewatering and safe disposal or composting.

Impacts

- Achieves up to 90–100% reduction in freshwater demand for non-potable use
- Promotes closed-loop water cycles within developments
- Contributes to PS Group's "Zero discharge" and "Water positive" goals

Smart fixtures and efficiency technologies

Efficient water use is embedded into the design of every PS Group project:

Low-flow fixtures: Water-efficient fixtures such as low-flow taps, dual-flush toilets, and aerated showerheads are installed across projects. These fixtures help reduce overall water consumption by up to 30% without compromising user comfort, supporting sustainable water use.

Smart water meters: In premium developments, smart water meters are installed to enable residents to track their individual water usage. This transparency

promotes accountability and encourages behaviour change by making users more aware of their consumption patterns.

IoT and Automation: We are aiming to deploy advanced IoT systems to detect leaks, monitor real-time water usage, and generate preventive alerts. These automated tools will enable early issue detection and efficient water system management, minimising wastage and ensuring timely maintenance.

The integration of smart technologies will improve operational efficiency, reduce

water losses, and enhance overall sustainability performance across projects.

Building management systems (BMS): We aim to implement Building Management System (BMS) platforms in commercial spaces to integrate water-related data for centralised monitoring and control. The system will track parameters such as overall water consumption, storage tank levels, and sewage treatment plant (STP) performance, leak detection and maintenance to enable efficient and optimised operations.

Water-sensitive urban design

Beyond internal systems, PS Group is adopting landscape-based water management:







<p>Permeable paving: Allows rainwater infiltration to minimise runoff.</p> <p>Bioswales and retention basins: Found in flagship projects like PS Jiva, they mimic natural</p>	<p>ecosystems and improve stormwater absorption.</p> <p>Native landscaping: Reduces irrigation demand and supports local biodiversity.</p>	<p>Impacts comprise enhanced groundwater recharge, minimised urban flooding risk and improved long-term resilience of project sites.</p>
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Community engagement and governance

PS Group actively engages residents and staff in water conservation initiatives:

<p>Water awareness campaigns: Promote responsible usage habits.</p>	<p>Green resident committees: Collaborate with facility managers to suggest and implement conservation measures.</p>	<p>Operational protocols: Routine audits and proactive maintenance prevent leakages, system failures, and contamination.</p>
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Water strategy components and estimated impact (FY 2024-25)

	Smart metering	15–20% reduction in water consumption
	STPs and recycling	Up to 100% reuse of wastewater
	Rainwater harvesting	20–30% of outdoor needs met annually
	Low-flow fixtures	Up to 30% per unit reduction in water usage
	Dual plumbing	Complete reuse of treated greywater indoors
	Recharge wells and bioswales	Improved stormwater and groundwater management

Conclusion

PS Group’s holistic water management strategy exemplifies environmental stewardship and urban resilience. By integrating advanced technologies, ecological design principles, and user engagement, the Group is working toward its ambition of Zero Water Discharge and Water Positive communities. These efforts not only reduce environmental impact but also ensure long-term water sustainability for Kolkata’s growing urban population.

Results and benefits

Strategy	Impact
Rainwater harvesting	Groundwater recharge and reduced stormwater runoff
STPs and recycling	90–100% reduction in freshwater demand
Low-flow fixtures	Up to 30% water use reduction per household
Smart monitoring	Immediate leak detection and behaviour modification

PS Group’s Zero discharge and Water positive ambitions in flagship projects illustrate a commitment to closed-loop water systems and long-term resource sustainability.

Estimated impact of PS Group’s water strategy

Component	Estimated impact
Smart metering	15–20% reduction in residential consumption
STP + reuse	Up to 50% savings in fresh water demand
Rainwater harvesting	20–30% of annual outdoor water needs supplied
Dual plumbing	Enables complete use of recycled water indoors
Green landscaping and bioswales	Improved site-level stormwater management

Impact of implemented technologies

Technology/System	Key benefits
Rainwater harvesting	Reduces dependency on municipal water supply
STP with MBBR/SBR	Recycles up to 100% of wastewater
Dual plumbing	Enables greywater reuse without contamination
IoT and BMS	Ensures water-saving targets are measurable
Recharge wells	Improves groundwater levels sustainably

PS Group’s approach reflects a closed-loop water cycle, reducing waste and ensuring resilience in water-scarce environments.

Case study: Water conservation and resilience at our Project Reserve



Overview

Project Reserve demonstrates PS Group’s integrated approach to sustainable water management, combining smart systems and ecological design to reduce freshwater dependency and enhance climate resilience.

Challenge

With urban developments contributing to rising water stress in Kolkata, PS Group

sought to create a model that minimises reliance on municipal water while maintaining comfort and efficiency for residents.

Approach

Recycling and reuse: An on-site STP treats wastewater for flushing and landscaping, cutting freshwater use by up to 50%.

Rainwater harvesting: Captures rainfall to meet 20–30% of outdoor needs and reduce pressure on municipal supply.

Dual plumbing: Enables complete reuse of treated water across the premises.

Green infrastructure: Landscaped zones and bioswales aid stormwater percolation and groundwater recharge.

Impact

At current occupancy, Reserve saves around 8.4 Million litres of freshwater annually, rising to 12.2 Million litres at full capacity; equivalent to the annual needs of nearly 250 residents.

Outcome

By integrating technology with nature-based solutions, Project Reserve strengthens local water resilience and advances PS Group’s broader vision of climate-adaptive, resource-efficient urban development.

12

Million litres Freshwater saved annually at full occupancy

250

Residents Equivalent annual freshwater needs met through savings

50%

Reduction in freshwater use through wastewater recycling and reuse

20–30%

Outdoor water needs met through rainwater harvesting



PART NINE

Waste management



Reducing environmental footprint through waste optimisation



Big numbers

3,30,592

Kilograms, total weight or volume of waste generated, by type (hazardous and non-hazardous)

1,16,711

Kilograms, amount of waste that was reused, recycled, composted, or recovered

Material kept at PS Navyom, New Alipore

Overview

Waste management has emerged as a critical priority for the Indian real estate sector, given the scale and impact of construction activity and urban growth. Real estate projects generate significant construction and demolition waste, which, if unmanaged, can strain landfills, pollute ecosystems, and compromise community well-being. Responsible waste management ensures that materials are reused, recycled, and disposed of in ways that minimise environmental impact and promote circularity.

For developers, embedding waste management practices from segregation at source to recycling

construction debris reflects governance in action. It reduces costs, enhances compliance with evolving sustainability regulations, and strengthens trust among customers, regulators, and investors.

As cities grow denser, the demand for cleaner, more sustainable urban environments is rising. Real estate companies that prioritise waste management not only contribute to healthier communities but also demonstrate leadership in shaping responsible urbanisation, where growth and care for the environment go hand in hand.

At PS Group, responsible waste management is central to our sustainability agenda. With growing urbanisation and construction activity, the impact of waste generated including hazardous materials, construction debris, and e-waste has become a critical focus. Our waste management strategy is driven by a purpose: to minimise environmental impact through reduction at source, segregation, safe disposal, and promotion of recycling and reuse. Aligned with regulatory requirements and our commitment to sustainability, the policy is implemented across our sites, offices, and project operations.

Purpose and scope

The purpose of our Waste Management framework is to guide the organisation in handling all forms of waste responsibly, reducing generation, promoting

circularity, and ensuring legal compliance. The scope extends to every employee, contractor, and vendor engaged in activities across our residential, commercial, and township

projects. It applies to all categories of waste, including general waste, recyclables, hazardous waste, construction and demolition (C&D) waste, and electronic waste (e-waste).

Key objectives

Our waste management objectives are clearly defined and embedded across operational functions. These include:

- Minimising overall waste generation
- Ensuring systematic segregation at source
- Encouraging material recovery and recycling
- Disposing of hazardous waste through licensed and environmentally sound channels
- Strengthening employee awareness and engagement in waste-related practices
- Tracking waste-related KPIs and auditing performance regularly
- Maintaining compliance with all relevant regulations

Guiding Principles

PS Group follows a 3Rs hierarchy: Reduce, Reuse, and Recycle across construction and operational processes.

Our approach prioritises:

- Sustainability through efficient use of resources and materials
- Environmental responsibility by reducing landfill reliance and preventing contamination of soil, water, or air
- Health and safety by ensuring safe handling, storage, and disposal of all waste, particularly hazardous substances



Waste segregation and minimisation

Waste segregation at source is mandatory across all PS Group project sites and offices. Clearly marked, colour-coded bins are deployed to facilitate the sorting of recyclable, organic, hazardous, and general waste. Guidelines and visual signage are provided for easy understanding and compliance.

To reduce the volume of waste generated, we actively promote:

- Efficient use of raw materials and packaging
- Reduction in paper consumption through digitisation
- Reuse of construction materials such as wood, metal, and concrete wherever feasible

Recycling and reuse initiatives

Our teams ensure that recyclables such as paper, plastic, metals, and electronics are collected and channelled to certified recycling agencies. We also partner with authorised/registered vendors for paper and plastic recycling. Dedicated recycling

areas and bins are placed across project sites and offices. We also encourage the reuse of equipment, furnishings, and construction materials to the extent possible, contributing to a circular economy.



Managing hazardous and e-waste

Hazardous waste is identified, labelled, and handled with stringent safety protocols. This includes chemicals, solvents, used oil, and e-waste. All hazardous waste is securely stored and handed over only to authorised disposal contractors holding requisite environmental licenses.

Documentation and reporting are maintained as per legal standards.

E-waste, including obsolete IT equipment and appliances, is disposed of via certified e-waste recyclers. Sensitive data stored in electronic devices is irreversibly destroyed before disposal.

Construction and demolition waste

Construction waste minimisation begins at the design and planning stages, with efforts to optimise material usage and reduce offcuts. Segregation of C&D waste is carried out on-site with designated collection points.

Materials such as concrete rubble, bricks, and metal scrap are redirected to recyclers or reused within projects where technically feasible.



Roles and responsibilities

Leadership and Senior Management allocate resources, set reduction targets, and review progress.

EHS teams ensure on-ground compliance, conduct audits, and provide training.

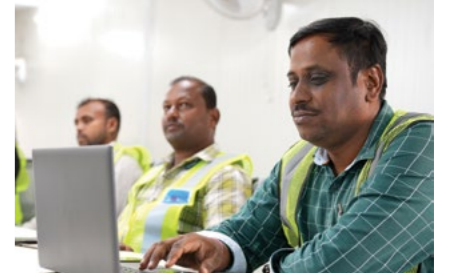
Operations and project teams execute segregation, coordinate safe disposal, and implement waste-related protocols.

Employees and contractors are responsible for adhering to segregation guidelines, reporting irregularities, and supporting the waste reduction mission.

Monitoring and continuous improvement

Regular waste audits are conducted to evaluate waste generation patterns and identify improvement areas. Performance is tracked through quarterly and annual data reviews, supported by accurate documentation. Employees are encouraged to contribute suggestions through structured feedback mechanisms.

As part of our commitment to continual improvement, we periodically review our waste management strategy and update processes in line with emerging best practices and technological innovations. We also collaborate with local authorities, industry peers, and certified waste management agencies to explore scalable, innovative solutions for sustainable waste disposal.



Legal compliance and reporting

All waste management activities at PS Group are conducted in strict compliance with applicable municipal, state, and national environmental regulations. We engage only with authorised disposal contractors, who are thoroughly vetted for valid licenses and certifications. A clear audit trail is maintained for all waste handling and disposal activities, ensuring transparency,

accountability, and adherence to prescribed standards.

Our practices are aligned with key national legislations and rules governing waste management, including:

- Solid Waste Management Rules, 2016
- Construction and Demolition Waste Management Rules, 2016
- E-Waste (Management) Rules, 2022

- Plastic Waste Management Rules, 2016

- Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016

By embedding compliance with these regulatory frameworks into our operations, PS Group ensures responsible waste management, minimises environmental risks, and reinforces its commitment to sustainable practices.

Types of waste generated

PS Group's project sites generate a diverse mix of waste types, including:

Construction and demolition (C&D) waste: Old bricks, broken concrete cubes, pile heads, debris, rejected paver blocks, concrete waste

Structural and metallic Scrap: TMT bars, ISMB/angles, scrap rods, MS hollow tubes, cut piece pipes

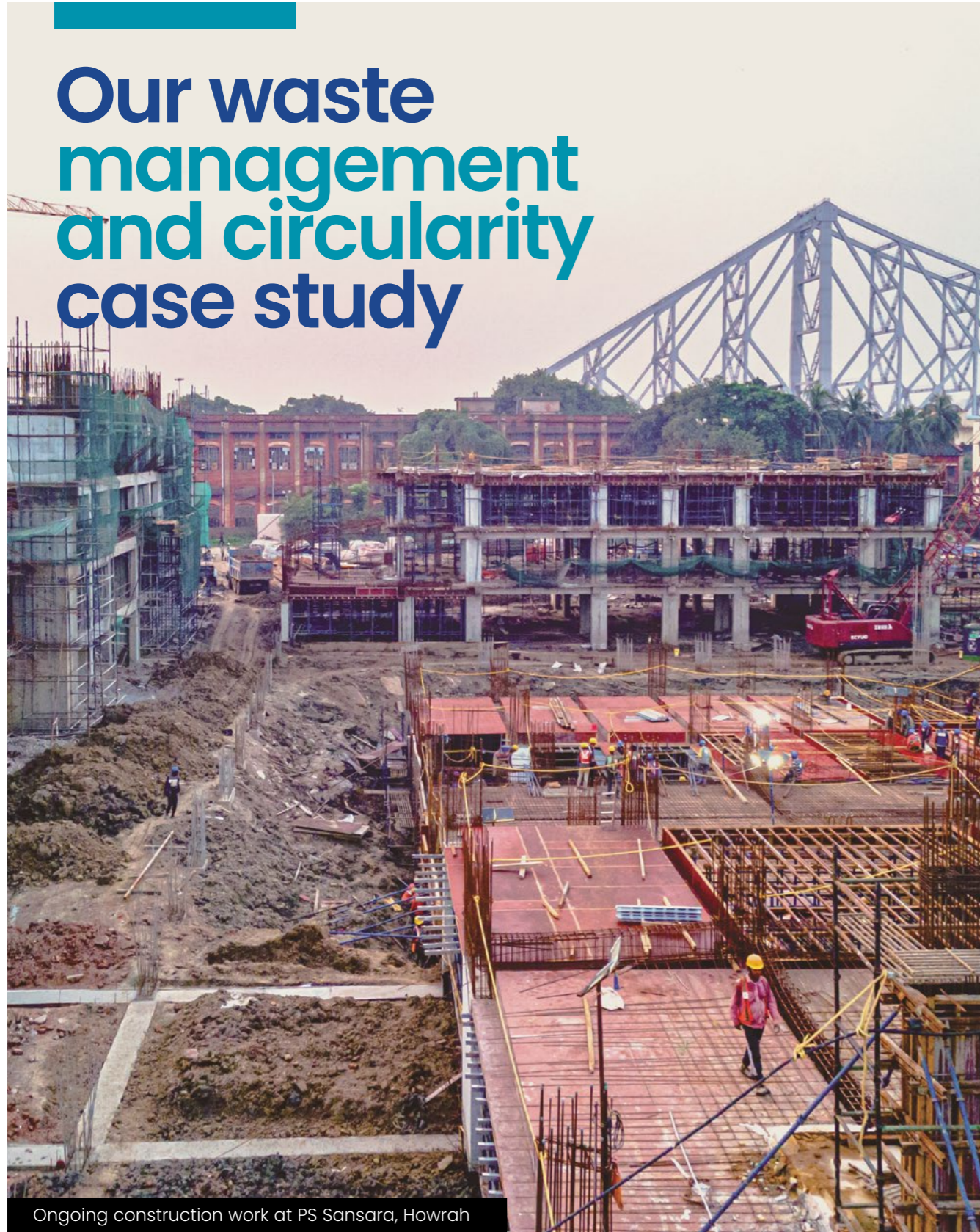
Packaging and wood waste: Wooden crates, pine/hard wood, cartons

Domestic and organic waste: Food waste from labour hutments, wastage water from on-site RO plants

Office and E-waste: Electronic and digital equipment from site offices



Our waste management and circularity case study



Ongoing construction work at PS Sansara, Howrah

Overview

PS Group has demonstrated leadership in sustainable construction and material circularity, with waste minimisation

embedded as a core operational pillar across its projects. The FY 2024-25 data reflects a deliberate transition toward

resource efficiency, reuse optimisation, and traceable waste management across all active construction sites.

Material reuse and resource efficiency

Data from nine active projects — including Navyom, Antares, Sansara, Avyana, One 10 (Phases 1-3), Vaanya, Jade Grove, Quintessa, and Unsani Logistics Park — highlights strong performance in material reuse.

Key metrics derived from the material usage dataset:



Total audited material wastage
~3.3 Lakh units
 Across various UOMs



Total reused material
~1 Lakh units
 Yielding an average reuse efficiency of ~75%

Top-performing projects

- Sansara – 100%** reuse efficiency
- Antares – 99.99%** reuse efficiency
- Navyom – 81.8%** reuse efficiency

These findings underscore strong circular practices at mature sites and identify opportunities for enhanced segregation and reuse planning in newer projects.

Top reused materials

Old bricks, wooden crates, cardboard cartons, TMT bars, and ISMB (sheet piling).

Key reuse applications

- Reuse of dismantled bricks for shuttering, foundation, and walling.

- Repurposing wooden crates into furniture and staff utilities.
- Reuse of cardboard cartons for floor protection.
- Integration of steel and metal scrap into site infrastructure such as planter walls and reinforcement supports.

This internal reuse loop has significantly reduced virgin material procurement and diverted high-volume waste from landfills, translating into direct carbon and cost savings.

Waste recycling and disposal

Complementing material reuse, PS Group maintains structured recycling and responsible disposal protocols for non-reusable materials.

- Aluminium formwork and dust sent to authorised recycling vendors.
- Chemical effluents neutralised and disposed of through certified handlers.
- Electrical cable cuttings and metallic scrap channelled to scrap recyclers.
- Documented traceability ensured through Certificates of Waste Management.

This closed-loop process has diverted ~10 Tonnes of waste from landfills, reinforcing PS Group's commitment to GRI 306 (Waste) compliance.

Circularity and climate impact

The waste management framework directly supports the Group's climate resilience and decarbonisation strategy by:

- Reducing Scope 3 emissions from material procurement.
- Lowering embodied carbon in construction through reuse.
- Reducing pressure on municipal waste infrastructure.
- Enhancing project-level readiness for green building certifications (IGBC, GRIHA).

Strategic roadmap (FY 2025-26)

Building on current momentum, PS Group will focus on:

Establishing digital waste traceability dashboards for live monitoring.

Expanding partnerships with certified recyclers and upcyclers.

Quantifying CO₂ avoided through reuse and recycling as part of the Group's broader decarbonisation index.

PART TEN

Biodiversity conservation



Lush green landscapes at PS Navyom, New Alipore



Integrated water bodies and native greens enhancing biodiversity at PS Jiva, Phoolbagan

Overview

Biodiversity management is critical for the Indian real estate sector because development inevitably interacts with natural ecosystems. As cities expand and land use changes, construction can disrupt habitats, reduce green cover, and alter local ecology. Real estate companies therefore carry a responsibility to balance growth with preservation, ensuring that urbanisation does not come at the cost of nature.

Embedding biodiversity considerations into project planning through tree preservation, native landscaping, green corridors, and water-sensitive design creates developments that are not only environmentally responsible but also healthier and more resilient. Protecting natural ecosystems enhances air quality, mitigates

heat, reduces flood risks, and enriches community well-being.

For investors, regulators, and homebuyers, biodiversity stewardship signals foresight and accountability. It reflects a governance mindset that sees environmental protection as integral to business. Ultimately, real estate that nurtures biodiversity contributes to sustainable cities where people and nature thrive together.

At PS Group, we prioritise sustainable construction practices that minimise environmental impact. To control dust emissions during construction, water sprinklers are deployed across active project sites. The green netting and noise barriers are used to mitigate particulate dispersion and sound pollution, respectively. Baseline air and noise

quality are regularly monitored to ensure adherence to prescribed environmental norms. Sediment and erosion control measures are in place to prevent soil degradation. Tree plantation drives are actively undertaken to enhance site biodiversity and contribute to the urban green cover.

Big numbers

3,691

Total trees planted

1,56,008

Total shrubs planted

Greening initiative: Tree plantation drive

As part of our commitment to environmental stewardship, PS Group has undertaken an extensive tree plantation initiative across its campuses and project sites. Leveraging a diverse database of plant species, the program has introduced over 120 varieties of trees, including native and ornamental species, aimed at enhancing biodiversity, improving air quality and creating green spaces for communities.

Some of the notable species planted include:

- Arjuna (*Terminalia arjuna*)
- Neem (*Azadirachta indica*)

- Kadamba (*Neolamarckia cadamba*)
- Jackfruit (*Artocarpus heterophyllus*)
- Frangipani (*Plumeria rubra*)
- Flame tree/Gulmohar (*Delonix regia*)
- Cannonball tree (*Couroupita guianensis*)
- Silk oak (*Grevillea robusta*)
- Mango (*Mangifera indica*)
- Pomegranate (*Punica granatum*)
- Weeping fig (*Ficus benjamina*).

These efforts not only contribute to ecological restoration and climate resilience but also create vibrant, shaded spaces for employees, residents, and local communities. By combining traditional Indian species with ornamental and fruit-bearing trees, PS Group aims to foster a greener, healthier, and more sustainable environment.

Total trees planted: 120+ species

Impact: Enhanced biodiversity, improved air quality, community engagement, and urban greening.



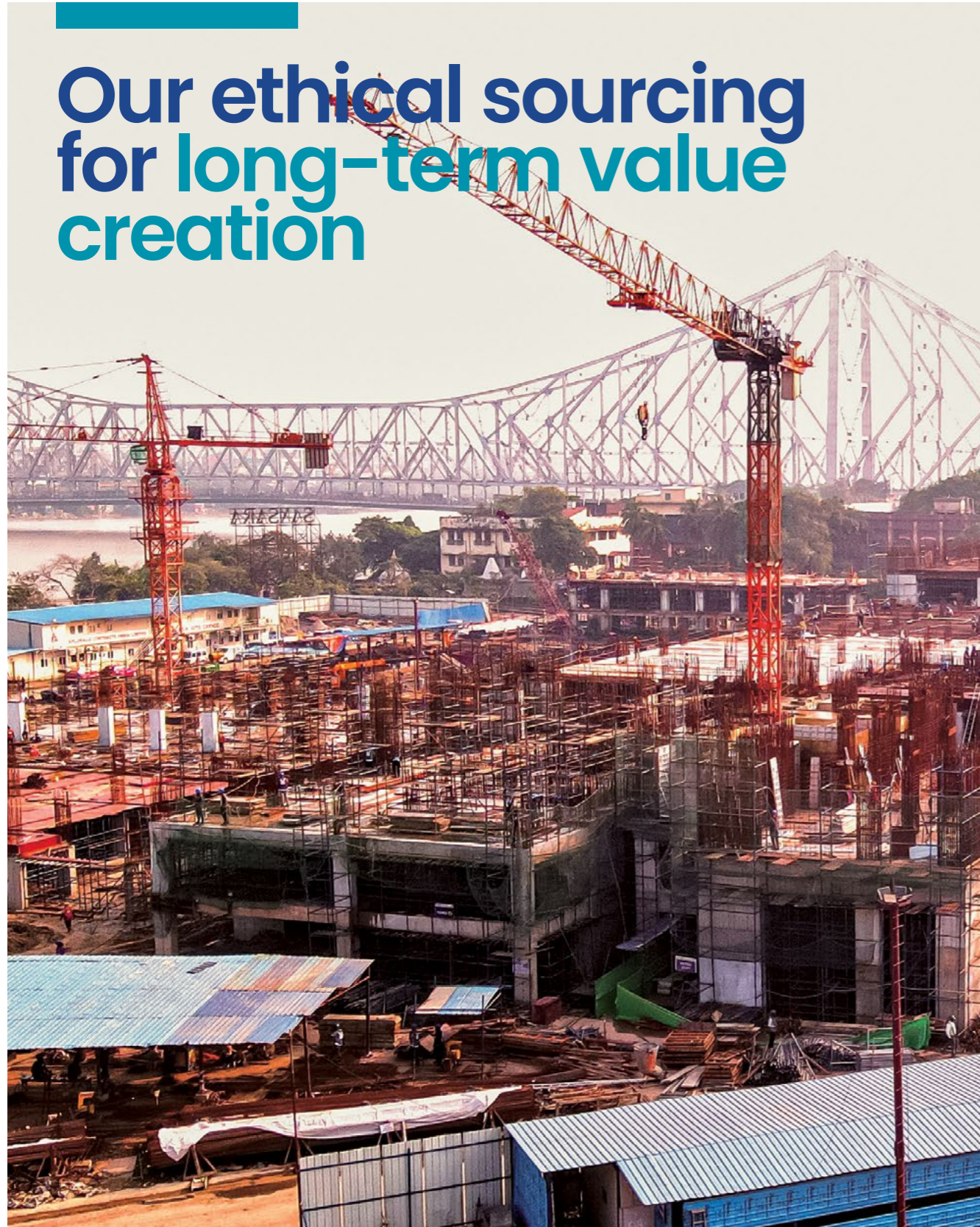
PART ELEVEN

Our responsible supply chain



Material lifting by tower crane

Our ethical sourcing for long-term value creation



90

% of our procurement spend directed towards local suppliers

₹166.67

In lakhs, green materials procured by us across product, quantity, and value

Pathway to a Safer Workplace – PS Sansara, Howrah

At PS Group, procurement practices are guided by a commitment to sustainability, transparency, and long-term value creation. Responsible sourcing forms an integral part of our ESG strategy, ensuring that the materials and services we procure not only meet project needs but also align with our environmental and social goals.

Commitment to local suppliers

We define a local supplier as one located within a 400-kilometer radius of our construction sites. This definition helps us track and benchmark our sourcing practices effectively. By directing close to 90% of each project's procurement budget towards

local suppliers, we significantly minimise emissions associated with long-haul transportation while simultaneously fostering regional economic growth.

Local sourcing also enables stronger collaboration with

vendors who understand the cultural and geographical context of our projects, thereby improving efficiency, ensuring timely deliveries, and creating long-term value for communities in which we operate.

Material selection policy

To further strengthen responsible procurement, PS Group has launched a material selection policy, embedded within our ESG Policy. This policy provides clear guidance for our procurement teams to choose materials that are:



Energy-efficient and environmentally friendly, contributing to reduced embodied carbon in construction.



Durable and sustainable, lowering lifecycle costs and resource use.



Compliant with green building standards, thereby supporting certifications and performance benchmarks.

Through this policy, we are creating a structured framework that ensures material choices are aligned with our Net Zero aspirations and sustainability commitments.

Driving transparency and data integrity

Recognising that data is a cornerstone of sustainability reporting, our procurement teams are actively improving data collection mechanisms to capture supplier performance, material footprints, and emissions data. These efforts are not only

enhancing internal accountability but also preparing us to quantify Scope 3 emissions, which represent a significant share of our overall carbon footprint.

The ability to track and report Scope 3 emissions will enable

PS Group to set science-based targets and more robust decarbonisation plans in the coming years. This forward-looking approach ensures that our supply chain evolves as a critical enabler of our climate action strategy.

Creating shared value

To ensure reliable sourcing, regulatory compliance, and alignment with ESG values, PS Group has strengthened its procurement and supplier management practices through periodic vendor evaluations,

supplier audits, and capability assessments, supported by a formal vendor code of conduct, safety orientation for contractors, and clearly defined quality and safety expectations. These measures are reinforced through

monthly reviews, transparent contract management, and enhanced payment tracking systems to ensure timely payments and responsible, efficient procurement.



Well maintained tower crane operation at PS Sansara, Howrah

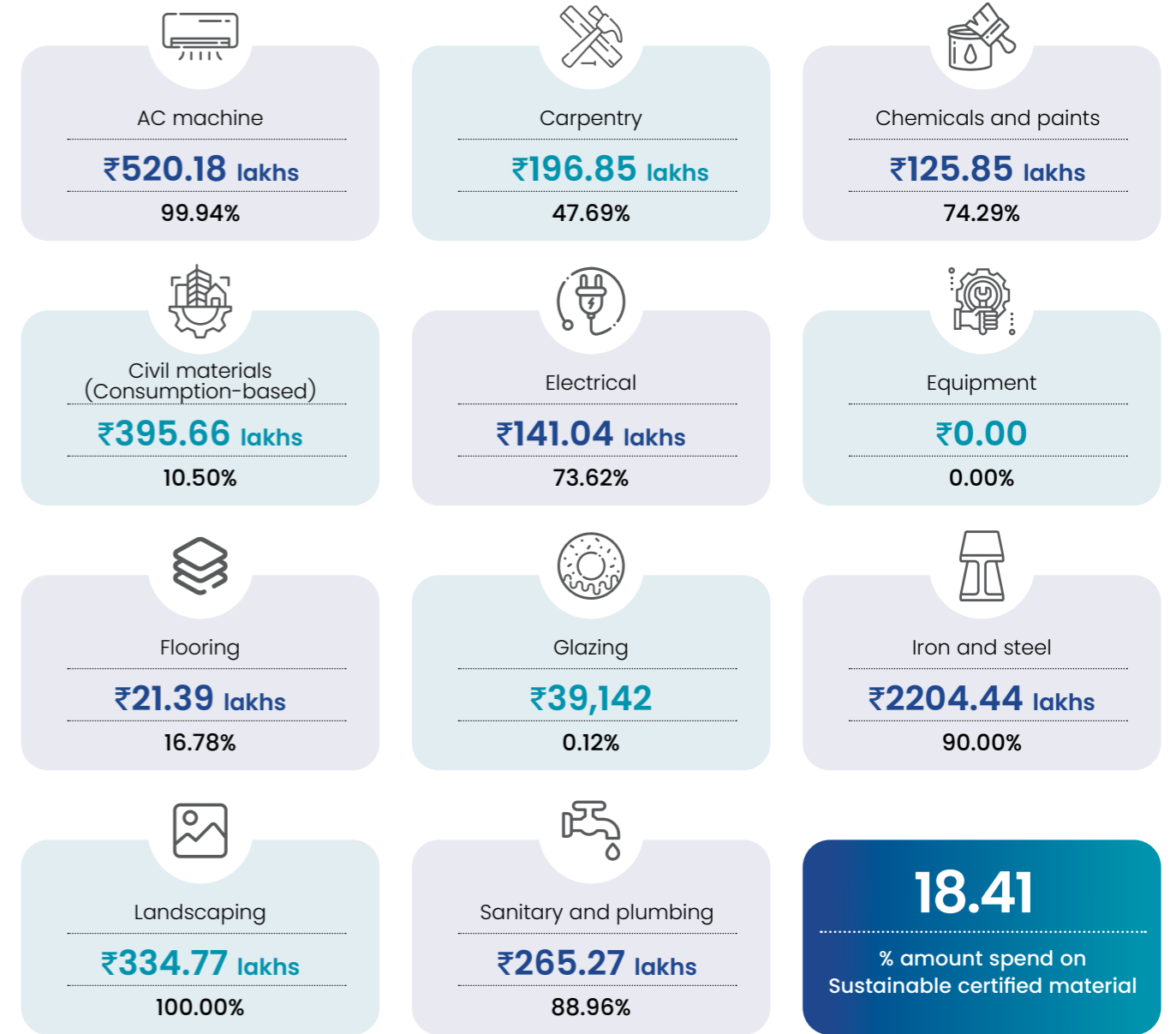
Key highlights, FY 2024-25

Material Selection Policy launched as a part of our ESG Policy

Enhanced data collection systems to strengthen Scope 3 emissions reporting

Forward-looking focus on science-based decarbonisation targets

Our spending on Sustainable Certified Material – Category wise





PART TWELVE

Our social responsibility



Our social responsibility: Empowering communities and enhancing lives



Overview

Social responsibility is central to the Indian real estate sector, where development directly influences communities, livelihoods, and urban well-being. Buildings are more than structures they shape how people live, work, and connect. This makes it imperative for real estate companies to look beyond projects and embrace their role as partners in social progress.

By investing in inclusive growth, whether through affordable housing, community infrastructure,

or skill development, companies create value that extends beyond Balance Sheets. Responsible practices in health, safety, and fair labor not only safeguard workers but also uphold dignity and trust. For residents, socially responsible development ensures secure, healthy, and vibrant communities that enhance quality of life.

In a country undergoing rapid urbanisation, social responsibility is not a peripheral concern but a measure of leadership. Real estate companies that embed it into their

governance demonstrate that true progress balances business success with compassion, equity, and care for society.

PS Group is persistent in its commitment to creating a positive impact on communities and the environment. Its CSR framework focuses on education, health and sanitation, rural development, livelihood enhancement, and environmental stewardship, ensuring that developments benefit society at large.

At PS Group, social responsibility is integral to our ethos. We believe in making a positive impact beyond our business operations through meaningful community outreach.

PS Prayas: Together for a better tomorrow

PS Prayas is a community development initiative designed to foster a culture of social responsibility within the organisation. It reflects the collective commitment of our employees to extend support to those in need and create meaningful impact beyond the workplace.

Our vision

Through PS Prayas, we strive to improve the quality of lives by

undertaking initiatives that bring tangible benefits to society while also enriching the lives of our employees.

The initiative was launched in October 2024 by the employees of PS Group, marking the beginning of a shared journey towards building a more caring and inclusive future.

PS Prayas – Notun Ghor visit:

As part of our CSR commitment, employees participated in a donation drive supporting Notun Ghor, an old age home in Kestopur, Kolkata. Contributions

included dry rations, winter wear, and volunteering efforts. This initiative enhanced community welfare and fostered a spirit of empathy and shared growth among our workforce.

PS Prayas – ASSI visit: Continuing our community outreach, PS Group extended support to ASSI, further demonstrating our dedication to uplifting underserved populations. Through employee volunteering and donations, this program has strengthened our resolve to be an agent of positive change.



Revitalising Nature Study Park

Reaffirming its commitment to the environment and education, PS Group has rejuvenated the iconic Nature Study Park on Loudon street, Kolkata, in partnership with the Kolkata Municipal Corporation. The park now features an outdoor public library built from recycled materials with iLead, an outdoor fitness zone, children's play areas, toddler floor games, reflexology courts, and trellis walkways. Over 18,500 new plants have been added, while 16 hybrid SPV solar power plants ensure energy-efficient illumination after sunset.



Education for the girl child

In collaboration with NGOs, the Company has supported the education of over 1,000 girls in Joka, Kolkata, through the donation of books and computers, promoting equal access to learning.



Health and sanitation

PS Group has constructed 100 beds for hospitals and clinics in Joka and built sanitation facilities in Patharghata, Kolkata. The Company also organised blood donation camps and facilitated the donation of prosthetic limbs and eyes to those in need.



Rural development

The Company's rural development efforts include building and maintaining critical infrastructure such as roads, bridges, culverts, drainage systems, rural electrification, water networks, community centres, and youth clubs, improving connectivity and quality of life.



Livelihood and community engagement

In partnership with The Times of India, PS Group organises the 'Happy Streets' initiative in Howrah and New Town, encouraging non-motorised transport and creating vibrant, vehicle-free community spaces every Sunday morning.



Clothes donated to an old-age home as part of the PS Prayas initiative



Outreach programme at an orphanage as part of the PS Prayas initiative

Overview of CSR programmes and their impacts

Programmes/ activities / initiatives	Modalities of execution	Implementation criteria* / schedule	Monitoring, evaluation and impact
Education			
The Company would focus on supporting education, with a special focus on education for the girl child. The Company would encourage enhancement skill set/ awareness and support research/ academic activities.	In collaboration with external agency: NGO	Throughout the year	A residential school for 1,000 Girls – Joka
Donation of books	In collaboration with external agency: NGO	The programme is conducted basis the school year starting from April – June and ending in December – January.	
Health and sanitation			
Setting up clinics and hospitals	In collaboration with external agency: NGO	As and when required	100 beds – Joka
Organising blood donation camps	In collaboration with external agency: NGO	Based on events	150 people approximately
Donation of prosthetic limbs, eyes etc	In collaboration with external agency: NGO	Throughout the year	100 in ITI



Health check-up camp for women organised on International Women's Day



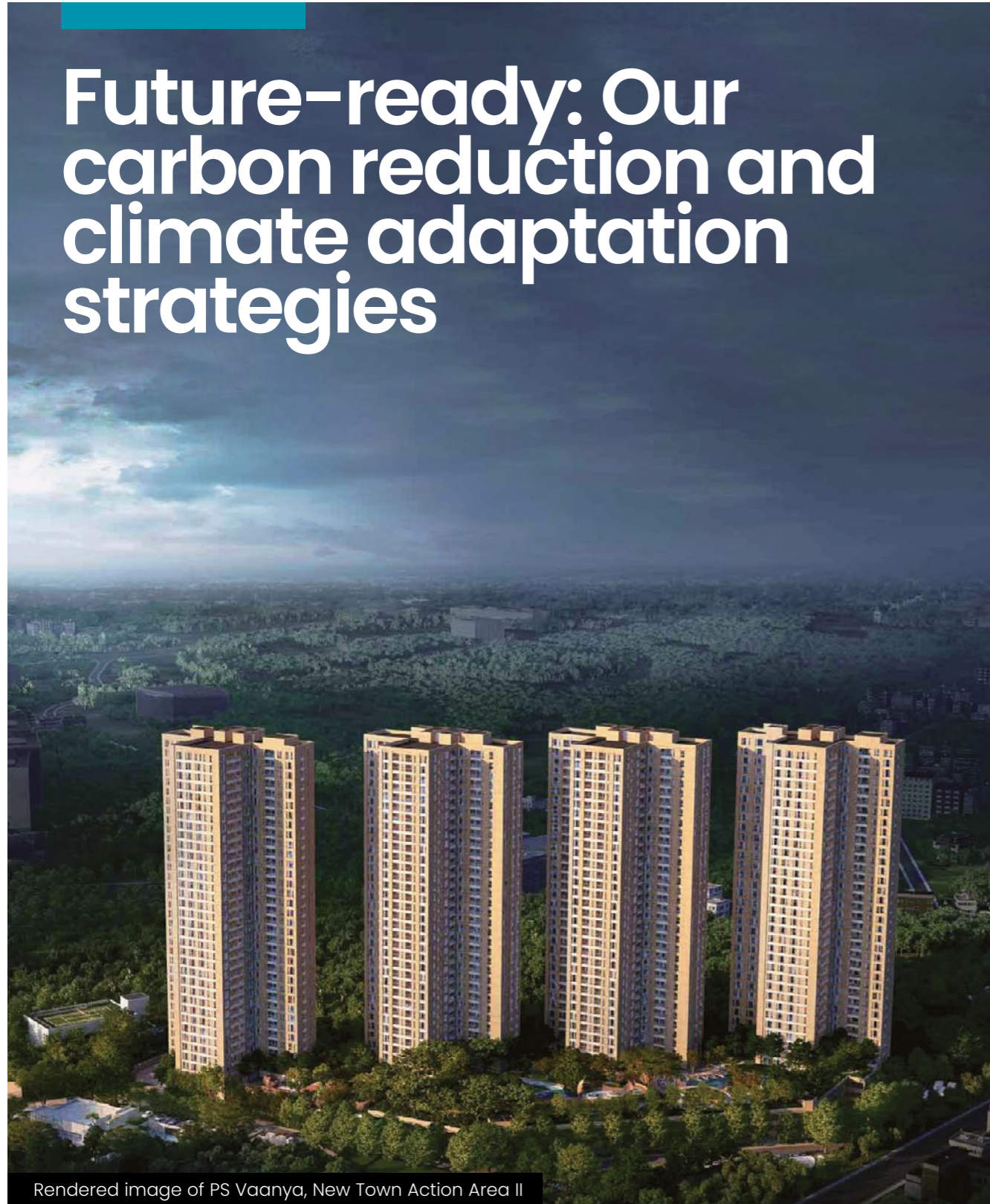
PART THIRTEEN

Our climate resilience and decarbonisation approach



Rendered image of PS Sansara, Howrah

Future-ready: Our carbon reduction and climate adaptation strategies



Rendered image of PS Vaanya, New Town Action Area II

Overview

Climate resilience and decarbonisation are no longer future imperatives; they are urgent priorities shaping the way businesses operate, particularly in the real estate sector. As one of the largest contributors to global carbon emissions and resource consumption, real estate carries a responsibility and an opportunity to drive meaningful change.

For India, where urbanisation is accelerating and climate risks such as heatwaves, flooding, and water scarcity are intensifying, resilience is vital. Buildings and communities must be designed to withstand extreme weather, reduce energy dependency,

and protect the well-being of occupants. Integrating green building practices, efficient water and energy management, and adaptive design is becoming a cornerstone of sustainable development.

Decarbonisation is equally critical. From reducing embodied carbon in construction materials to shifting towards renewable energy and low-carbon technologies, the sector must act decisively to align with national and global climate goals. Beyond compliance, such actions strengthen governance, attract responsible investors, and enhance long-term competitiveness.

Ultimately, climate resilience and decarbonisation are about safeguarding both people and business continuity. For real estate companies, they represent not only environmental responsibility but also strategic foresight ensuring that growth remains sustainable, trusted, and future-ready.

At PS Group, climate resilience and decarbonisation are central to our sustainability approach. Guided by our Net Zero commitment, we have embedded energy-efficient features and low-carbon practices across our operations.

Energy efficiency and design innovations

Our buildings are designed with advanced energy-efficient features, which help reduce energy consumption by up to 30% compared to traditionally designed buildings. This directly

contributes to lowering operational emissions while enhancing comfort for occupants.

- Buildings designed with energy-efficient features to significantly reduce consumption.

- Lower operational emissions while enhancing indoor comfort and well-being.

- Integrating adaptive design to improve long-term resilience to climate risks.

Responsible procurement

To reduce our carbon footprint, we prioritise local sourcing. Nearly 90% of our procurement budget is spent on locally available materials, reducing emissions associated with long-

distance transportation while also supporting local economies.

- Prioritisation of local sourcing to cut transport-related emissions.

- Use of renewable energy and low-carbon fuels to reduce overall footprint.

- Regular energy audits to strengthen efficiency and track improvement

Digitalisation for decarbonisation

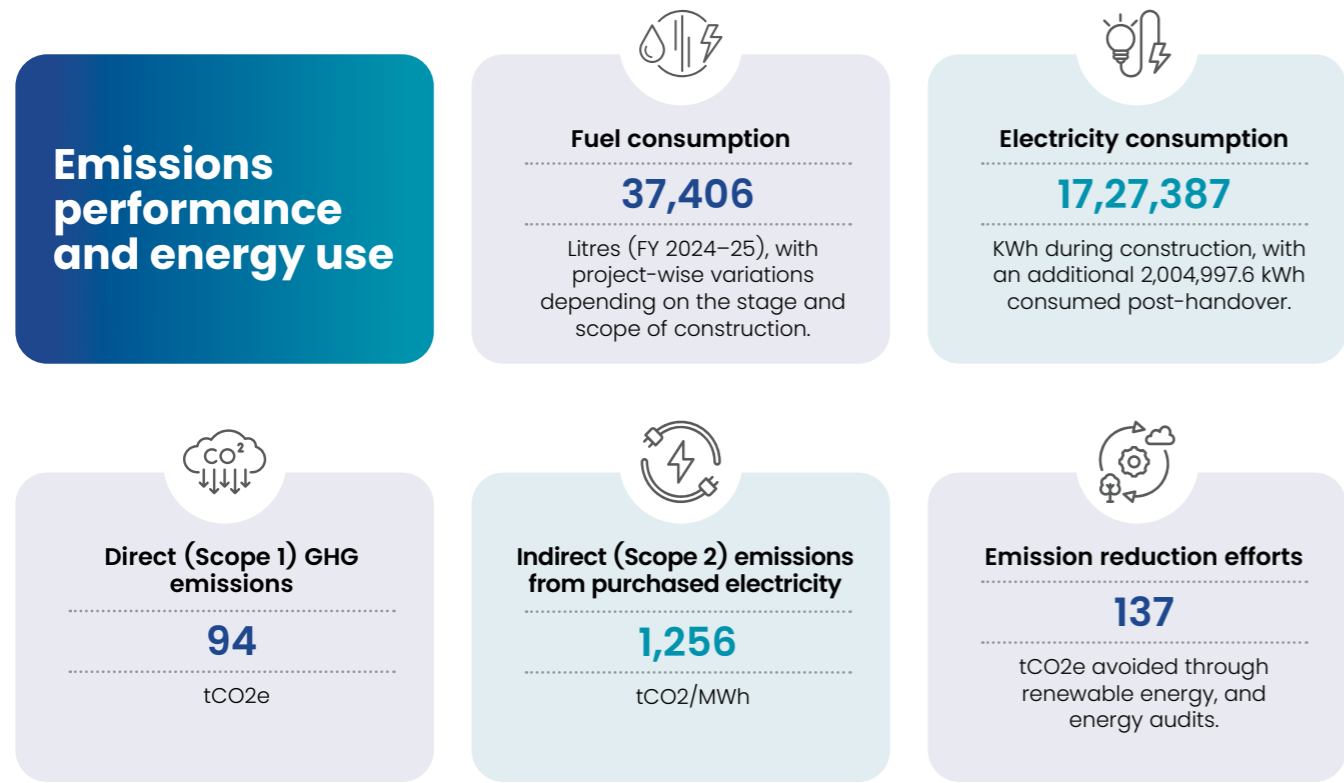
We are shifting core business functions to digital platforms to accelerate decarbonisation. This includes the adoption of ACC platforms, moving EHS, legal, and design documentation to digital systems, and reducing reliance on paper-based processes. These

initiatives not only cut carbon emissions but also improve transparency and operational efficiency.

- Shifting EHS, legal, and design documentation to digital platforms.

- Reduced paper dependency while improving transparency and efficiency.

- Continuous monitoring of energy use and GHG emissions to guide reduction strategies.



Project	2023–24	2024–25	Remarks
Avayana	18,057	9,735	Scope of work reduced
Bouganvilla	6,835	10,120	Initial stage, scope expanded
Jade Grove	–	2,841	New project
PS Unsani Logistic Park	–	2,865	New project
Navyom	42,636	16,078	Closing stage, scope reduced
One10	10,652	1,649	Closing stage, scope reduced
Raigachi	2,600	4,922	Scope expanded
Vaanya	5,553	77	Equipment released as contractor deployed own
Quintessa	–	–	Initial stage, no diesel equipment
Esmeralda	–	–	Handed over
Emperador	–	–	Handed over
Sansara	–	–	Initial stage, no diesel equipment
Anassa	–	–	Handed over
Volt	–	–	End stage, no diesel equipment

Outlook

Decarbonisation is a forward-looking focus area for us. In FY 2025–26, we aim to quantify Scope 3 emissions across our value chain. This will enable us to establish more comprehensive and measurable decarbonisation plans, aligned with our long-term Net Zero aspirations.

Case study 1: Replacing paper cups with glass mugs



was in ensuring employee acceptance and maintaining hygiene while transitioning to reusables.

Implementation

In March 2025, 350 glass mugs were introduced at a one-time cost of ₹34,000, replacing paper cups that cost ₹15,000 monthly. Washing stations and handling guidelines were established to support adoption.

Outcome

The shift eliminated monthly paper cup waste and began generating cost savings within three months. It also strengthened employee participation in sustainability efforts and reduced the project’s environmental footprint.

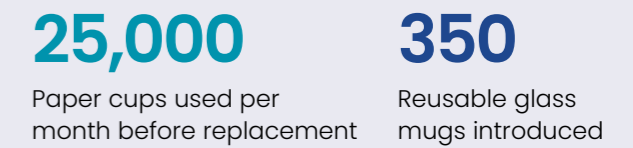
Date of Implementation: 11 March 2025

Overview

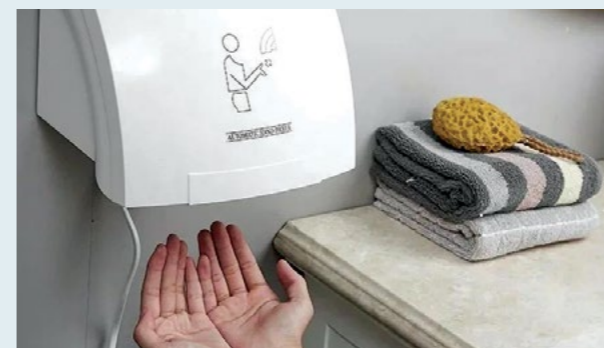
To reduce single-use waste and promote responsible consumption, PS Group replaced disposable paper cups with reusable glass mugs across its offices.

Challenge

The use of about 25,000 paper cups per month created enhanced waste and costs. The challenge



Case study 2: Replacing tissue-paper dispensers to hand dryers



Implementation

The purchase department installed 13 hand dryers, eliminating tissue paper dispensers. The dryers were strategically placed to ensure convenience, quick drying, and minimal maintenance while improving overall hygiene standards.

Outcome

The initiative eliminated recurring tissue expenses, reduced paper waste, and improved hygiene by promoting contactless drying. It also resulted in long-term cost savings and reduced the environmental impact associated with paper production and disposal.

Overview

In line with PS Group’s sustainability goals to reduce single-use waste and improve operational efficiency, the Company initiated a shift from tissue paper dispensers to energy-efficient hand dryers across its office washrooms.

Challenge

The use of disposable tissues not only generated large waste but also a monthly cost of ₹19,000. The key challenge was to identify a hygienic, cost-effective, and low-maintenance alternative for high-traffic washroom areas.



Case study: Building climate resilience through enhanced ESG data governance and decarbonisation readiness



Implementation

The ESG team, working with 17+ functional representatives, mapped data sources, created standardised templates, and established digital systems to capture key environmental and social indicators – covering energy, fuel, materials, waste, tree plantation, and workforce impact. Using the UN SDG framework as a baseline, the Company transitioned to GRI Standards for FY 2024–25, expanding quantifiable ESG indicators from 54 to 235.

Outcome

The strengthened data architecture enabled a more accurate measurement of Scope 1, Scope 2, and partial Scope 3 emissions, reducing the reporting timeline from five months to 1.5 months. The initiative enhanced transparency, improved climate performance tracking, and built a strong foundation for decarbonisation planning.

Overview

To strengthen climate resilience and enable data-driven decarbonisation, the organisation implemented a comprehensive ESG data governance framework in FY 2024–25. The initiative aimed to improve emissions tracking, align reporting with global standards and embed accountability in climate-related decision-making.

Challenge

In FY 2023–24, assessments revealed that over 50% of the 56 material ESG parameters were not integrated into the Company's Management Information System (MIS). The absence of standardised data formats and cross-functional coordination limited visibility into energy, water, waste, and carbon metrics.

56

Parameters of material ESG parameters assessed

17+

Representatives of our cross-functional team

54 → 235

Indicators of quantifiable ESG indicators expanded

5 → 1.5

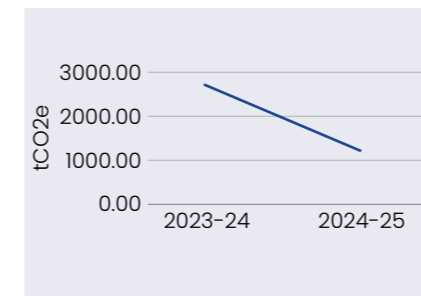
Months reduction in reporting timeline (previous versus current)

For FY 2024–25

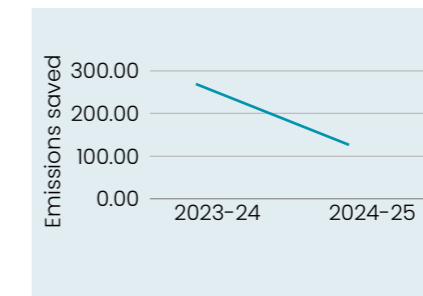
Scope 2				
	Consumption	Unit	CEA emission factor (v 20.0)	Unit
Grid electricity	17,27,387	KWh	0.727	tCO2/MWh
	1,727.39	MWh		
Total tCO2e	1,255.81			

Avoided emissions				
	Consumption	Unit	CEA emission factor (v 20.0)	Unit
Solar electricity	1,88,474.78	KWh	0.727	tCO2/MWh
	188.48	MWh		
Emissions saved (tCO2e)	137.02			

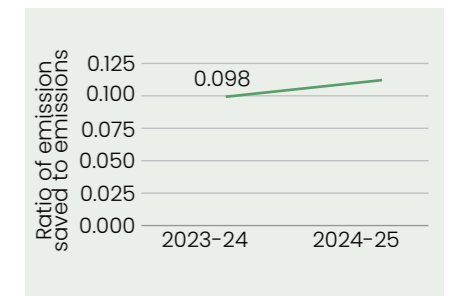
tCO2e emissions



Emissions saved



Ratio of emission saved to emissions





PS Group's way forward

Responsibility beyond handover

During the next phase, the organisation will place focused emphasis on auditing handed-over sites to evaluate sustainability performance across water, waste, energy, and material management practices. These audits will assess existing operational controls, infrastructure efficiency, and compliance with internal sustainability standards, with particular attention to water stewardship and resource efficiency.

Based on the audit findings, performance gaps and improvement opportunities will be identified, and site-specific recommendations will be developed to enhance water efficiency, increase recycling and reuse, reduce resource intensity, and improve waste management practices. The organisation will propose targeted upgrades and operational improvements, including the adoption of water-efficient technologies, improved waste segregation systems, and enhanced resource monitoring mechanisms.

The outcomes of these audits will inform prioritised action plans for each site, enabling a structured transition towards more efficient, resilient, and sustainable operations. This approach will support continuous improvement across the asset portfolio, strengthen governance over handed-over assets, and ensure alignment with the organisation's long-term sustainability objectives.

Climate resilience and risk management

The organisation will proactively assess and manage climate-related risks by integrating resilience measures into asset planning, design, and operational decision-making. This approach will help safeguard long-term

asset value, ensure business continuity, and enhance preparedness for physical and transitional climate risks.

Occupant health, safety, and well-being

Occupant health, safety, and well-being will remain a core priority. The organisation will continue to enhance indoor environmental quality, safety standards, and wellness-focused building operations, recognising the link between sustainable buildings, occupant satisfaction, and long-term asset performance.

Governance, data systems, and ESG oversight

Governance frameworks and ESG oversight mechanisms will be strengthened to enable effective monitoring of sustainability performance, transparent disclosures, and continuous improvement. Key priorities include closing site-level compliance gaps, improving internal and external compliance scores, and reinforcing accountability across business functions.

The organisation will advance ESG data maturity through the development of a company-wide data architecture repository and centralised digital dashboards, supported by standardised MIS formats, monthly ESG analysis, and increased site-level data reporting. These systems will enhance data accuracy, traceability, and readiness for assurance and external benchmarking.

Responsible procurement and supply chain engagement

Responsible procurement practices will be reinforced by engaging suppliers on sustainability expectations, completing vendor audits and training programmes, and integrating environmental and

social criteria into sourcing and contracting decisions. This will strengthen supply chain governance and align partners with the organisation's ESG values and risk management framework.

Stakeholder engagement and transparency

Stakeholder engagement will be deepened through structured, ongoing dialogue with tenants, local communities, investors, and other stakeholders. Quarterly engagement programmes will support grievance redressal, collaboration, and shared sustainability outcomes, while insights gathered will inform risk management, improvement actions, and disclosure priorities.

External benchmarking and disclosure

In FY 2025-26, the organisation will continue to enhance external benchmarking and transparency through participation in GRESB 2026. ESG disclosures will continue to mature through the publication of the Sustainability Report 2025-26, building on lessons from FY 2024-25 and aligning with evolving regulatory, investor, and stakeholder expectations.

Closing note

Anchored in commitment, clarity, and dedicated effort; While progress has been made, the journey ahead calls for continued discipline, collaboration, and focused action. Our promises to stakeholders, communities, and the environment guide every step, reminding us that sustained impact is built through consistent effort over time.

"But I have promises to keep, And miles to go before I sleep."

Robert Frost ("Stopping by Woods on a Snowy Evening")

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