

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

1. DETAILS OF THE ENTITY

Sl.No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Entity	L74210TG1994PLC017356
2.	Name of the Entity	RAMKY INFRASTRUCTURE LIMITED
3.	Year of incorporation	1994
4.	Registered office address	15th Floor, Ramky Grandiose, Sy No 136/2 & 4, Gachibowli, Hyderabad -500032, Telangana
5.	Corporate address	15th Floor, Ramky Grandiose, Sy No 136/2 & 4, Gachibowli, Hyderabad -500032, Telangana
6.	E-mail	investors@ramky.com
7.	Telephone	040-23015000
8.	Website	https://ramkyinfrastructure.com/
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE), National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	INR 69,19,77,910/- (6,91,97,791 equity shares of Rs.10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Yancharla Rathnakara Nagaraja (Managing Director) Telephone: 040-44655000 Email address: investors@ramky.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under this report is on standalone basis for Ramky Infrastructure Limited.
14.	Name of assurance provider	No assurance or assessment provider has been engaged for the reporting period.
15.	Type of assurance obtained	Assurance or assessment has not been obtained.

2. PRODUCTS/SERVICES

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Construction	Demolition & site preparation, Electrical, plumbing & other Specialized construction Activities.	100%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Construction	41001, 41002, 41003, 42101, 42203, 42204 and 42205	100%

3. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	6 (Telangana, Andhra Pradesh, Uttarakhand, Jammu & Kashmir, Karnataka and Tamil Nadu)	1 (Telangana)	7
International	0	0	0

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	6 (Telangana, Andhra Pradesh, Uttarakhand, Jammu & Kashmir, Karnataka and Tamil Nadu)
International (No. of Countries)	0

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	Nil
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c) Type of Customers

A brief on types of customers	<p>Ramky operates across both the Engineering, Procurement, and Construction (EPC) sector and infrastructure development domain.</p> <ul style="list-style-type: none"> Developer Business: This division undertakes construction contracts awarded by government authorities and related agencies, typically as part of broader infrastructure and development programs. EPC Business: Ramky's EPC operations are primarily associated with government-led projects, covering the complete spectrum of engineering, procurement, and construction activities. The company delivers end-to-end solutions for large-scale infrastructure initiatives undertaken by public sector entities. <p>Both business segments highlight Ramky's active participation in key public sector projects, demonstrating its expertise and commitment to delivering high-quality infrastructure and development solutions.</p>
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4. EMPLOYEES

20. Details at the end of the year of financial year:

a) Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)*	1,082	1,013	94	69	6
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1,082	1,013	94	69	6

*Employee numbers reported above do not include members of the Board of Directors.

Note: RAMKY INFRASTRUCTURE LIMITED does not employ workers directly, either permanent or contractual. Project execution is carried out through third-party contractors who manage their own workforce. Hence, worker-related disclosures are not applicable to the Company.

b) Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	7	1	14.28
Key Management Personnel**	2	0	0

*Board of Directors includes Managing Director.

** Key Managerial Personnel includes , Company Secretary, and Chief Financial officer.

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18	17.46	35.46	14.33	6.67	21	13.1	1.6	14.7

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (directly/ indirectly)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hospet Chitradurga Tollways Limited	Wholly Owned Subsidiary	100	No
2.	Pantnagar CETP Private Limited	Wholly Owned Subsidiary	100	No
3.	MDDA-Ramky ISBUS Terminal Limited	Wholly Owned Subsidiary	100	No
4.	Ramky - MIDC Agro Processing Park Limited	Wholly Owned Subsidiary	100	No
5.	Ramky Multi Product Industrial Park Limited	Wholly Owned Subsidiary	100	No
6.	Hyderabad STPS' Limited	Wholly Owned Subsidiary	100	No
7.	Ramky Elsamex Hyderabad Ring Road Limited	Wholly Owned Subsidiary	100	No
8.	Sehore Kosmi Tollways Limited	Wholly Owned Subsidiary	100	No
9.	Ramky Enclave Limited	Wholly Owned Subsidiary	100	No
10.	Ever Blooming Eco Solutions Limited	Wholly Owned Subsidiary	100	No
11.	Frank Lloyd Tech Management Services Limited	Subsidiary	76	No
12.	Srinagar Banihal Expressway Limited	Subsidiary	99.98	No
13.	Ramky Towers Limited	Subsidiary	51	No
14.	Visakha Pharmacy Limited	Subsidiary	51	No
15.	Eco Carbon Engineering Solutions Limited	Subsidiary	100	No
16.	JNPC Pharma Innovation Limited	Step down Subsidiary	51	No
17.	RECEPS Limited	Step down Subsidiary	26	No
18.	Visakha Pharma Innovation and Incubation Limited	Step down Subsidiary	51	No
19.	Visakha Energy Limited	Step down Subsidiary	51	No
20.	Chennai Biomining Limited	Wholly Owned Subsidiary	100	No

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS

24.

S.No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in Million)	20,331.90
3.	Net worth (in Million)	12,591.42

7. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024 -25 (Current Financial Year)			FY 2023 -24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes* https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf	0	0	NIL	0	0	-
Investors (other than shareholders)	Yes* https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf	0	0	NIL	0	0	-
Shareholders	Yes* https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf	0	0	NIL	0	0	-
Employees and workers	Yes* https://ramkyinfrastructure.com/docs/pdf/investordesk/Whistle_Blower_Policy_RIL_22.11.2021.pdf	0	0	NIL	0	0	-
Customers	Yes* https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf	0	0	NIL	0	0	-
Value Chain Partners	-	-	-	-	-	-	-

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

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

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Environment					
1.	Energy Management	Opportunity	Through the adoption of effective energy management practices, Ramky has identified energy management as a key opportunity and aims to achieve a subsequent reduction in energy consumption.	-	Positive
2.	Water management	Risk	Effective water management is essential for infrastructure companies, given their substantial dependence on a reliable and sufficient water supply for construction activities and ongoing operations. With rising environmental concerns, investors and stakeholders are increasingly scrutinizing corporate sustainability practices. Inadequate management of water-related risks may negatively affect Ramky's reputation and diminish its appeal to investors.	Ramky is dedicated to addressing water management risks through the identification and assessment of potential challenges, followed by the development of a robust water risk management plan. This initiative aims to ensure the plan's effectiveness and foster active support and participation from all stakeholders.	Negative
Social					
3.	Community development	Risk	Infrastructure projects often necessitate large-scale land acquisition, which may lead to the displacement and resettlement of communities. Inadequate management of this process can trigger social unrest, community protests, and legal disputes.	Ramky actively engages with local communities, addresses their concerns, and adopts sustainable and responsible practices, thereby strengthening its ability to mitigate such risks.	Negative
4.	Workforce Health and Safety	Risk	Infrastructure projects inherently involve high-risk activities, including construction, excavation, and the operation of heavy machinery. In the absence of adequate safety measures, these activities can significantly increase the risk of accidents, injuries, and, in severe cases, fatalities among the workforce	Ramky is recognized for its professional management team and robust MIS operating within a SAP environment. The company places strong emphasis on employee well-being by implementing stringent safety measures and ensuring adherence to health and safety regulations.	Negative
5.	Labour Practices	Risk	Given the labour-intensive nature of infrastructure projects, non-compliance with labour laws, unsafe working conditions, or inadequate welfare measures can lead to strikes, accidents, legal liabilities, and project delays. This poses a reputational and operational risk.	The company ensures compliance with all applicable labour laws, offers safety training, promotes a grievance redressal mechanism, and partners with certified contractors. Regular audits and welfare initiatives are conducted to support worker well-being and ensure ethical workforce management.	Negative

S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Governance					
6.	Business Model Resilience	Opportunity	Ramky has established strong Internal Financial Controls tailored to its business and operational scale, aimed at safeguarding assets, ensuring financial accuracy, maintaining regulatory compliance, and enforcing proper approval processes. These systems are regularly reviewed and strengthened, with a comprehensive budgetary control framework in place to track revenues and expenses against the approved budget.	-	Positive
7.	Data Privacy and Protection	Opportunity	As Ramky's operations increasingly rely on digital platforms and stakeholder data (including employees, customers, and vendors), robust data privacy practices offer a competitive edge. Demonstrating responsible data handling builds stakeholder confidence, supports compliance with evolving data protection regulations (like India's DPDP Act), and strengthens eligibility for large infrastructure projects—especially those with stringent IT and governance requirements.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Particulars of the policies										
	Principle 1	<ul style="list-style-type: none"> Code of Conduct for Directors and Management Whistle Blower Policy Anti-Fraud Policy Anti-Bribery Policy Business Responsibility Policy 								
	Principle 2	<ul style="list-style-type: none"> Business Responsibility Policy 								
	Principle 3	<ul style="list-style-type: none"> Equal Opportunity Policy Remuneration Policy 								
	Principle 4	<ul style="list-style-type: none"> Stakeholder Management Policy 								
	Principle 5	<ul style="list-style-type: none"> Equal Opportunity Policy Code of Conduct Anti-Fraud Policy Whistle Blower Policy 								

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Principle 6	<ul style="list-style-type: none"> • CSR Policy (if environment-related projects included) • Business Responsibility Policy 								
	Principle 7	<ul style="list-style-type: none"> • Code of Conduct • Business Responsibility Policy 								
	Principle 8	<ul style="list-style-type: none"> • CSR Policy • Equal Opportunity Policy 								
	Principle 9	<ul style="list-style-type: none"> • Code of Conduct • Business Responsibility Policy 								
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c) Web Link of the Policies, if available	https://ramkyinfrastructure.com/docs/pdf/investordesk/Anti_Bribery_Policy.pdf	The Policy pertaining to Principle 2 is available with the Company on its intranet.	https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf	https://ramkyinfrastructure.com/docs/pdf/investordesk/stakeholder_management_policy.pdf	https://ramkyinfrastructure.com/docs/pdf/BR-Policy.pdf	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	The Policy pertaining to Principle 2 is available with the Company on its intranet.	https://ramkyinfrastructure.com/docs/pdf/investordesk/data_privacy_policy.pdf
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies into procedures and reviews periodically.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Policies extend to value chain partners wherever it is relevant and necessary.								
4.	Name of the national and international codes / certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our Company conducts its operations in alignment with the National Guidelines on Responsible Business Conduct	ISO 9001:2015 (Quality Management System).	OHSAS 18001:2007 (Health and Safety Management System)	Our Company carries out its operations in accordance with the National Guidelines on Responsible Business Conduct (NGBRC).	Our Company carries out its operations in accordance with the National Guidelines on Responsible Business Conduct (NGBRC).	ISO 14001:2015 (Environmental Management System).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).	Our Company's operations adhere to the National Guidelines on Responsible Business Conduct (NGBRC).

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments, goals and targets set by entity for FY 2024-25:							Mapped NGRBC Principles	
		<ul style="list-style-type: none">Expand ESG training programs for employees to build awareness and accountability.Promote greater participation of women across roles and functions.Ramky aims to expand its training division to educate all employees on Environmental, Social, and Governance (E, S & G) practices. The training program will comprehensively cover the company's actions and initiatives aimed at effectively addressing these issues							P3	
		<ul style="list-style-type: none">Strengthen supplier due diligence to ensure alignment with legal, ethical, and sustainability standards.							P1	
		<ul style="list-style-type: none">Conduct regular stakeholder engagement for inclusive decision-making and feedback integration.							P4	
		<ul style="list-style-type: none">Commit to reducing energy consumption and emissions through efficiency measures and cleaner technologies.Strengthen waste management practices, with focus on measurement, reuse, and recycling of construction materials.							P6	
		<ul style="list-style-type: none">To enhance engagement with regulatory bodies.							P7	
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	ENVI- RON- MENT	<ul style="list-style-type: none">Water cosumption reduced from 5,034,500 KL (FY 2023-24) to 4,887,800 KL (FY 2024-25) 2.92% decrease.							
		SOCIAL	<ul style="list-style-type: none">Total Employees increased from 997 (FY 2023-24) to 1,082 (FY 2024-25) 8.53% increase.Female employees increased from 57 (FY 2023-24) to 69 (FY 2024-25) 21.05% increase.Gross wages paid to women improved from 4.00% (FY 2023-24) to 4.24% (FY 2024-25) 6.00% increase.Parental leave extended to both men and women employees, promoting inclusivity and work-life balance.							
		GOVER- NANCE	<ul style="list-style-type: none">Markets served also increased from 5 (FY 2023-24) to 6 (FY 2024-25).Procurement from MSMEs and small producers increased from 8.3% (FY 2023-24) to 10.3% (FY 2024-25) 24.10% increase.							
		Governance, leadership and oversight								
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>“As the Director presenting our Business Responsibility and Sustainability Report (BRSR), I am pleased to share our developments during the year. ESG principles continue to anchor our strategy and reflect our long-standing commitment to stakeholders.</p> <p>In the current year, we expanded operations by commissioning a new plant in Tamil Nadu, taking our presence and markets served to six. Focused resource management delivered a 2.92% reduction in water consumption, while sourcing from MSMEs and small producers rose by 24.10%, strengthening inclusive supply chains.</p> <p>On the social front, diversity improved, with female employees higher by 21.05% compared to the previous year. All employees continue to receive wages above statutory requirements, and parental leave is available to both men and women, reinforcing equity and care.</p> <p>In governance, we maintain transparency, accountability, and active engagement with statutory and regulatory bodies, aligning practices with the principles of ethical business conduct. Looking ahead, we will deepen ESG integration across sites, advance efficiency initiatives, and build capabilities through training and stakeholder engagement to create durable value for our people, partners and communities.”</p> <p style="text-align: right;">Mr. Yancharla Rathnakara Nagaraja Managing Director (DIN: 00009810)</p>								

S.No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Risk Management Committee (RMC) has been entrusted with the highest authority to oversee and implement the Business Responsibility Policies.								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	The Risk Management Committee has been delegated the responsibility to oversee all aspects of the company's sustainability agenda. This includes the formulation and implementation of relevant policies, procedures, and programs, with a focus on environmental stewardship, social accountability, and sound governance. Additional information on the composition and functioning of the Committee is outlined in the following disclosure point.								
		Name					Designation			
		Mr. Eshwar Reddy Purmandla - DIN: 01892327					Independent & Non – Executive			
		Dr. Ravi Kumar Reddy Somavarapu - DIN: 00372731					Independent & Non – Executive			
		Dr. Peddibhotla Gangadhara Sastry - DIN: 01890172					Independent & Non – Executive			
		Mr. Yancharla Rathnakara Nagaraja - DIN: 00009810					Managing Director			
		Chief Financial Officer - Ex officio					NA			

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company regularly reviews the policies governing all principles in accordance with regulatory requirements and organizational needs.									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles.									As per regulatory needs								

11. Independent assessment/ evaluation of the working of its policies by an external agency:

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has reviewed/assessed the working of the policies.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	This disclosure is not applicable, as Ramky has already adopted well-defined policies that comprehensively cover each of the nine prescribed principles.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



A) ESSENTIAL INDICATORS:

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Overview of BRSR	100
Key Managerial Personnel	1	Overview of BRSR	100
Employees other than BOD and KMPs	0	0	0
Workers	Not Applicable	Not Applicable	Not Applicable

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

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In Million)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P1	The Joint Commissioner of Central tax,Jammu	33.10	Demand issued by the GST department towards ITC mismatch for the FY 2017-18 to 2019-20.	Yes
Penalty/ Fine	P1	The Asst Commissioner of Central Tax,East Division-4, Bangalore	10.61	Demand issued by the GST department towards ITC mismatch for the FY 2017-18	Yes
Penalty/ Fine	P1	The Asst Commissioner of Central Tax,East Division-4, Bangalore	0.922	Demand issued by the GST department towards excess distribution of ISD ITC for the FY 2017-18	Yes
Penalty/ Fine	P1	The Deputy Commissioner of State Tax,Audit Wing Bhopal.	0.208	Demand issued by the GST department towards ITC mismatch for the FY 2018-19.	Yes
Penalty/ Fine	P1	The Deputy Commissioner of State Tax,Bhopal - 5, Bhoapl Zone,Bhopal.	0.375	Demand issued by the GST department towards excess distribution of ISD ITC for the FY 2017-18.	Yes
Penalty/ Fine	P1	The Joint Commissioner of Central Tax, Ranga Reddy GST Commissionerate	22.785	Demand issued by the GST department towards excess distribution of ISD ITC for the FY 2017-18 to 2021-22.	Yes

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In Million)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Settlement	P1	The Asst Commissioner of Central Tax, Erungattukottai Division, Chennai Outer Commissionerate, Chennai	0.116	Application for waiver of interest or penalty or both under Section 128A against demand received against scrutiny for the FY 2018-19.	NA
Compounding fee	NIL	NIL	NIL	NIL	NIL

NON – MONETARY				
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
This section is not applicable to the company.	NA

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	<p>Yes, Ramky has implemented an anti-corruption policy as part of its induction program, demonstrating the company's commitment to transparency, integrity, and accountability.</p> <ul style="list-style-type: none"> Induction Integration: Our anti-corruption policy is included in the induction program to demonstrate our commitment to transparency, integrity, and accountability, ensuring that all stakeholders and employees are well-informed and understand the policy. Training, Monitoring, and Investigation: We provide ongoing training and monitoring to ensure compliance, supported by a robust framework for promptly addressing and investigating concerns. The policy specifies potential repercussions for non-compliance, reinforcing the importance of ethical behaviour and accountability. <p>The policy can be accessed at the given link: https://ramkyinfrastructure.com/docs/pdf/investordesk/Anti_Bribery_Policy.pdf</p>
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5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	NA	NA

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

7. **Corrective Actions:**

Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest	Not Applicable
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8. **Number of days of account payable ((Accounts payable *365) / Cost of goods/services procured) in the following format:**

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts Payables	121 Days	126 Days

9. **Open-ness of Business**

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

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of purchases *	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of Trading houses where purchases are made from	-	-
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sale to dealers / distributed as % of total sales	21	33
	b. Number of dealers / distributions to whom sales are made	-	-
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	79	67
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments (Investments in related parties/Total Investments made)	100	-

* Company has not made any purchases from Trading Houses. Company has vendors in the system and the goods are procured from the respective vendors on need basis.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE



A) ESSENTIAL INDICATORS:

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

(In INR in Million)

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NIL	Rs. 80 million	NA
Capex	NIL	Rs. 0.4 million worth of Pages Purchased Rs. 0.184 Lakh of EV 2-Wheeler	NA

2. Sustainable sourcing:

Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
If yes, what percentage of inputs were sourced sustainably?	-

3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	<p>The Company has established a robust system to promote reuse of materials and ensure responsible waste management. During the year, the activity relating to demolition and recovery of reusable materials was contracted to an external agency. Accordingly, detailed quantitative inputs are not available with the Company for the current year; however, materials such as cement bags, PVC drums, and steel recovered through the demolition process were repurposed by the contractor. This approach reflects the Company's continued commitment towards resource efficiency and circular economy practices.</p> <p>Further all disposable materials from our operations are responsibly managed by sending them to the RESL Group, which specializes in the safe disposal and recycling of industrial waste.</p> <p>For electronic waste (e-waste), we ensure compliance with environmental regulations by disposing of it through agents authorized by the Pollution Control Board.</p>
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4. Extended Producer Responsibility (EPR) plan:

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Not applicable
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PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS



A) ESSENTIAL INDICATORS:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,013	1,013	100	1,013	100	0	0	1,013	100	0	0
Female	69	69	100	69	100	69	100	0	0	69	100
Total	1,082	1,082	100	1,082	100	69	6.38	1,013	93.62	69	6.38
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

B) Details of measures for the well-being of workers: NOT APPLICABLE

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company *	0	0

* We are unable to determine the exact cost. During FY 2024-25, several wellness initiatives were conducted, but the cost associated with them cannot be precisely ascertained.

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total eligible employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	62.47	NA	Yes	58.25	NA	Yes
Gratuity	24.67	NA	NA	24.50	NA	Yes
ESI	7.76	NA	Yes	9.00	NA	Yes
Others – Medi-claim	100	NA	Yes	100	NA	Yes

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	Yes, we have made comprehensive arrangements to ensure that our facilities are fully accessible to differently abled employees and workers. While we currently do not have employees or workers with such disabilities, these measures are in place to ensure that our workplace is welcoming and accommodating to everyone, should the need arise.
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4. Equal Opportunity Policy:

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy	Yes. The Company is committed to delivering value through equality and to nurture and promote human diversity across its operations. Web-link where the policy is available: https://ramkyinfrastructure.com/docs/pdf/investordesk/equal_opportunity_policy.pdf
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5. Return to work and Retention rates of permanent employees and workers that took parental leave:

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	54	100	NA	NA
Female	7	100	NA	NA
Total	61	100	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes, Ramky has instituted a robust Whistle Blower and Protection Policy that outlines structured procedures for employees and stakeholders to report concerns related to unethical practices, including fraud and corruption. The policy ensures protection against retaliation, guarantees confidentiality, and safeguards whistleblowers from any form of discrimination or adverse action. This mechanism reinforces our commitment to ethical governance, transparency, and accountability across the organization.
Other than Permanent Employees	Not Applicable

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,082	NA	0	1,054	NA	-
Male	1,013	NA	0	997	NA	-
Female	69	NA	0	57	NA	-
Total Permanent Workers	NA	NA	0	0	NA	-
Male	NA	NA	0	0	NA	-
Female	NA	NA	0	0	NA	-

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1013	1013	100	0	0	997	997	100	0	0
Female	69	69	100	0	0	57	57	100	0	0
Total	1082	1082	100	0	0	1054	1054	100	0	0

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1013	1013	100	997	997	100
Female	69	69	100	57	57	100
Total	1082	1082	100	1054	1054	100

10. Health and safety management system:

S.No	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Ramky has integrated a comprehensive health and safety system within its organization, emphasizing the importance of maintaining a safe working environment. As part of this commitment, Ramky has obtained ISO 45001 and ISO 14001 certifications for their health and safety management system. These internationally recognized certifications validate Ramky's adherence to stringent standards and practices in ensuring the well being of their employees and minimizing the environmental impact of their operations. By implementing these systems and obtaining the certifications, Ramky demonstrates its dedication to prioritizing the health and safety of its workforce while promoting sustainable practices within their business operations.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	These tools enable the company to proactively identify and mitigate potential hazards, promoting environmental sustainability.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	The process for workers to report work-related hazards and remove themselves from such risks at Ramky includes the following steps: <ol style="list-style-type: none"> 1. Suggestion/Complaint Box: Workers have access to a confidential Suggestion/ Complaint Box where they can report work-related hazards, share safety suggestions, or voice concerns. This ensures that employees have a safe and anonymous way to raise safety issues. 2. Permit-to-Work System: For high-risk activities, the Permit-to-Work system is in place. This serves as a formal authorization process, ensuring that proper precautions are taken and necessary approvals are obtained before commencing work, minimizing the risk of accidents. 3. Job-specific trainings: Ramky provides job-specific trainings that equip employees with the necessary skills and knowledge to perform their tasks safely and efficiently. This targeted approach ensures that individuals are well-prepared and aware of the potential hazards associated with their specific roles. 4. Safe Operating Procedures (SOPs): It provide clear guidelines for carrying out tasks in a safe manner. Additionally, regular Toolbox Talks are conducted to promote awareness and discussion of specific safety topics, fostering a culture of proactive risk management.

S.No	Particulars	Response
		These measures empower workers to report hazards and seek immediate corrective actions to remove themselves from any potential risks.
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Ramky prioritizes employee health with regular health check-ups conducted at both work sites and the corporate office. Employees have the med claim cards & Workmen have ESI cards. This proactive approach ensures early detection and prompt intervention for any potential health issues, contributing to a safe and productive workforce.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NA	NA
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NA	NA
No. of fatalities	Employees	NIL	NIL
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	NIL	NIL
	Workers	NA	NA

12. Measures to ensure a safe and healthy workplace:

Describe the measures taken by the entity to ensure a safe and healthy workplace.
<p>Ramky is committed to ensuring the safety and well-being of its workforce by implementing several key initiatives as illustrated below :</p> <ul style="list-style-type: none"> Safety Inductions: All staff and workers undergo site-specific safety inductions to familiarize themselves with hazards and safety protocols. Site-level HSE performance is continuously monitored in coordination with the safety team to drive improvements and maintain high safety standards. Toolbox Talks: Conducted before work begins to reinforce safety awareness and address specific safety topics. Site safety committee: Site Safety Committees with worker representation are established to promote engagement, feedback, and shared responsibility for workplace safety. Hazard Identification and Risk Assessment (HIRA): Applied to critical activities to identify potential hazards and assess associated risks. Health Check-ups: Regular medical health check-up camps are organized to monitor staff health and enable early detection of health issues. Workplace Hygiene: Emphasis on routine housekeeping, pest control, fogging, water testing, sanitation, and first-aid check-ups for a clean and safe environment. 20% additional stock of PPE and essential safety materials is maintained across all sites. <p>Documentation: Proper records are maintained for safety inductions, Toolbox Talks, HIRA assessments, medical check-ups, and maintenance activities to ensure compliance and facilitate audits.</p> <p>All safety measures and systems are aligned with applicable local, national, and international standards, ensuring regulatory and best-practice compliance.</p>

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed	
	By entity	By statutory authorities or third parties
Health and safety practices	100	40% AUDITED BY GHMC/Factory Directors/National Safety Council/CIDC/CII/BSC
Working Conditions	100	40% BY GHMC/CIDC/CII/BSC

The assessment has been carried out in-house by the Company.

15. Corrective Actions:

Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	<p>Ramky has implemented a continual improvement process to address safety concerns. This includes conducting internal and external trainings to strengthen the safety culture and promote a uniform working environment across operations. As part of these efforts, specific safety observations and corrective actions have been introduced:</p> <ul style="list-style-type: none"> • Stopper poles have been installed at both ends of stored steel bars to prevent unintentional rolling. • Fire safety trainings have been conducted for kitchen staff to ensure preparedness in case of emergencies. • Hygiene inspections are regularly carried out for cooks and kitchen staff to maintain high standards of food safety and sanitation. <p>Through these targeted interventions, Ramky strives to enhance overall safety practices, reduce risks, and ensure consistency throughout the organization</p> <p>.</p>
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS



A) ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity	<p>Ramky has developed a Stakeholder Engagement Framework for identification of Stakeholders. In line with this framework, the stakeholder identification process at the Company considers the following scope in identifying the stakeholders:</p> <ul style="list-style-type: none"> • Dependency – groups or individuals who are directly or indirectly dependent on the organisation's activities, products or services and associated performance, or on whom the organisation is dependent in order to operate. • Responsibility – groups or individuals to whom the organisation has, or in the future may have, legal, commercial, operational or ethical/moral responsibilities. • Attention – groups or individuals who need immediate attention from the organisation about financial, wider economic, social or environmental issues. • Influence – groups or individuals who can have an impact on the organisations or a stakeholder's strategic or operational decision-making. • Diverse perspectives – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	<ul style="list-style-type: none"> Annual General Meeting, Shareholder meets, Email, Stock Exchange (SE) intimations, Investor/analysts meet/ conference calls, annual report, quarterly results, media releases and Company's website 	Quarterly, Half yearly and annually	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, risks, growth prospects.
Government/ Regulatory authorities	No	<ul style="list-style-type: none"> Reporting / Filings. Submissions/Applications. Industry forum meets. Representations in person Attending Workshops conducted by the authorities. 	On periodical basis as provided under relevant legislations	In relation to Compliances with applicable laws, Industry concerns, changes in regulatory frameworks, skill and capacity building, employment.
Employees	No	<ul style="list-style-type: none"> Interactive meetings, Development programmes webinar. 	On regular basis	To provide open forum to employees and resolve their grievances, communicate, and keep them updated
Board of Directors	No	<ul style="list-style-type: none"> Board Meetings, Committee Meetings and briefings / familiarity programmes 	On regular basis	To review the performance of the company.
Employees/ Workers	No	<ul style="list-style-type: none"> Emails Team Engagement Website Engagement through Health Programs Notice Board. 	Periodically	<ul style="list-style-type: none"> Empowered and engaged workforce drives to achieving business targets and serve as a key for successful business Satisfied and motivated talent have higher productivity Right Talent gives a competitive advantage. Career management and growth prospects. Work culture, health and safety matters
Professional & Consultants	No	<ul style="list-style-type: none"> Reports Legal Opinions 	On periodical basis	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.
Local communities	No	<ul style="list-style-type: none"> Meetings and briefings, Partnership in community Training and Workshops, Impact Assessments, Social Media. 	Need basis	Need assessment for CSR, Reviews and Addressing Grievances, community development, education/skill development, and livelihood support
Contractor	No	<ul style="list-style-type: none"> Email, Telephone Interactive Meetings 	On periodical basis	To ensure that project remains on focus desired results and to make meaningful contribution to avoid the projects being derailed.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS



A) ESSENTIAL INDICATORS:

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,082	1,082	100	1,054	1,054	100
Other than permanent	0	0	0	0	0	-
Total Employees	1,082	1,082	100	1,054	1,054	100

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1,013	0	0	1,013	100	997	0	0	997	100
Female	69	0	0	69	100	57	0	0	57	100
Other than Permanent								-		
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

- Details of remuneration/salary/wages:

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	69,83,200	1	NA
Key Managerial Personnel**	2	20,75,037	0	0
Employees other than BoD and KMP	1,009	5,32,818	69	0
Workers**	NA	NA	NA	NA

*Median remuneration has been calculated by considering only the Managing Director and Whole-Time Directors, since the other Directors receive only sitting fees. Mr. Ravi Prasad has resigned Wholetime Director in August, 2024 and continue with the Company in Non-Director role. Remuneration received by him up to August, 2024 has been disclosed under "BOD Median Remuneration."

**Key Managerial Personnel includes Company Secretary, Chief financial Officer.

b. **Gross wages paid to Female as % of total wages paid by the entity, in the following format**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.24	4.00

4. **Focal point for addressing human rights:**

Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)
Yes, at Ramky the HR Department takes on the responsibility of addressing any potential human rights issues. They play a crucial role in handling and redressing such issues within the company.

5. **Internal mechanisms in place to redress grievances related to human rights issues:**

Describe the internal mechanisms in place to redress grievances related to human rights issues.
Ramky has established internal mechanisms to effectively address grievances related to human rights issues. These mechanisms include: <ul style="list-style-type: none"> • Dedicated HR Department: The HR Department plays a key role in handling and resolving human rights concerns. Ensuring that human rights issues receive the necessary attention and action. • Commitment to Human Rights: Demonstrates Ramky's dedication to addressing human rights issues within the company and fostering a culture of respect and fairness. The HR Department, in coordination with these processes, ensures that grievances related to human rights are promptly and appropriately addressed. • Positive Work Environment: Promotes a positive and inclusive work environment through effective grievance handling.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

There were no complaints on the said parameters during the reporting period as well as the previous year.

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

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

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

At Ramky, the HR Department is pivotal in ensuring complainants are protected from workplace discrimination. It includes:

- **Protection from Discrimination:** : The HR Department safeguards the rights of individuals who raise complaints, ensuring they face no discrimination.
- **Established Mechanisms:** Mechanisms are in place to protect and support complainants.
- **Commitment to Equality:** Demonstrates Ramky's commitment to a discrimination-free work environment, fostering equality and fairness.
- **Proactive Complaint Handling:** The HR Department takes proactive steps to address complaints promptly and effectively. Provides necessary support to complainants and prevents retaliatory actions.

9. Human rights requirements forming part of your business agreements and contracts: (Yes/No).

Within our organization, human rights requirements apply up to the HR level, but do not extend to commercial contracts.

10. Assessments for the year:

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

The assessment has been carried out in-house by the Company.

11. Corrective Actions to address significant risks / concerns arising from the assessments:

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

This section is not applicable to the Company as there have been no reported incidents of such issues till date.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT



A) ESSENTIAL INDICATORS:

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	-	-
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	-	-
From non-renewable sources		

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total electricity consumption (D) (GJ)	2,08,984.90	1,68,802.86
Total fuel consumption (E) (GJ)	1,881.10	1,998.89
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2,10,866	1,70,801.75
Total energy consumed (A+B+C+D+E+F) (GJ)	2,10,866	1,70,801.75
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000104	0.0000084
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.000214	0.000188
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The above figures includes the consumption at various sites and plants at which Ramky operate which are carried on by its contractors.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 20.66 & 22.401 respectively.

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

The assessment has been carried out in-house by the Company.

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Ramky has not been identified as a designated consumer under Performance, Achieve and Trade (PAT) Scheme under the Bureau of Energy Efficiency.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	48,87,800	50,34,500
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	48,87,800	50,34,500
Total volume of water consumption (in kilolitres)	48,87,800	50,34,500
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000240	0.000248
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.0050	0.00001799
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 20.66 & 22.401 respectively.

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

4. Provide the following details related to water discharged: NOT MEASURABLE*

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

5. Mechanism for Zero Liquid Discharge:

Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	Ramky operates at the site level, carrying out EPC and other civil construction projects. The installation of a zero liquid discharge facility is carried out according to the client's requirements, if specified. At the company level, we are not required to have zero liquid discharge infrastructure.
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6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	-	Not Applicable*	
Sox	-		
Particulate matter (PM)	-		
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify	-		

*Since Ramky does not operate in manufacturing sector and conducts its business through contractors, this point is not applicable.

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

The assessment has been carried out in-house by the Company.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	7,068.59	10,970.67
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	35,595.28	28,832.23
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)*	Metric tonnes of CO ₂ equivalent	0.00000210	0.00000196
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*	Metric tonnes of CO ₂ equivalent	0.0000434	0.0000439
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Scope 1 and 2 emissions for the current and previous year have been calculated based on electricity and fuel consumption.

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

No independent assessment has been carried out by the Company.

8. Project related to reducing Green House Gas emission:

Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	Given the nature of Ramky's business activities, the company does not produce significant greenhouse gas emissions. Currently, there are no specific projects in place focused on reducing these emissions.
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Ramky's primary waste is construction and demolition waste, which our contractors ensure compliance with all legal disposal requirements. Although we do not track waste volume, we are committed to responsible management and disposal practices.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G)		
Used Oil (H)		
Total (A+ B + C + D + E + F + G + H)		
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	Ramky’s operations primarily do not generate significant waste or engage in activities that require waste recovery through recycling, reusing, or other recovery operations. Therefore, there is no relevant data available in this regard. Our commitment lies in adhering to responsible and sustainable practices within the scope of our operations to minimize any potential environmental impact. We continuously strive to promote environmental consciousness and encourage our employees and stakeholders to adopt eco-friendly practices in their day-to-day activities.	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	Ramky does not operate in manufacturing sector and conducts its business through contractors and hence do not generate significant waste that requires specific disposal methods such as incineration, landfilling, or other disposal operations.	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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

No independent assessment has been carried out by the Company.

10. Waste management practices adopted in the establishment:

Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.	<p>Ramky operates exclusively in the construction services sector and is not engaged in any manufacturing activities. However, the Company implements sustainable waste management practices to ensure the responsible segregation, handling, and disposal of construction-related waste, in adherence to applicable environmental regulations and sustainability commitments.</p> <p>a) <u>E-waste, Plastic and Battery waste</u> - The Company ensures responsible waste management by facilitating the transportation of plastic waste to local authorized vendors for appropriate processing and disposal. In line with data security and environmental responsibility, end-of-life electronic equipment, including computers and accessories, are handed over to certified e-waste disposal agencies. Additionally, a reporting and monitoring system has been implemented to track the collection, disposal, and recycling of battery waste, ensuring transparency and compliance with relevant environmental norms.</p> <p>b) <u>Hazardous Waste</u> - As a construction services company, our operations do not involve the use of hazardous or toxic chemicals. Consequently, the Company does not generate hazardous waste in the course of its business activities.</p> <p>c) <u>Other waste</u> - Given the nature of the Company's business, other forms of waste are not applicable.</p>
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11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Ramky does not possess any facilities in or near ecologically sensitive areas, and therefore, no special environmental clearances are mandated.			

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Considering the nature of the Company's operations, the requirement of conducting an Environmental Impact Assessment (EIA) as mandated by The Ministry of Environment, Forests and Climate Change (MoEFCC) does not apply to the Company.						

applicable laws, in the current financial year:

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT



A) ESSENTIAL INDICATORS:

1. A) Affiliations with trade and industry chambers/ associations:

Number of affiliations with trade and industry chambers/ associations.	Ramky Infrastructure Limited has one affiliations with any trade and industry chambers/associations.
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- B) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
No corrective action has been taken or is underway, as there has been no anti-competitive conduct by the Company and no adverse orders received from any regulators.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



A) ESSENTIAL INDICATORS:

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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This section is not applicable to Ramky as there were no projects that required SIA to be undertaken under Law.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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This section is not applicable to Ramky as there were no projects that required Rehabilitation and Resettlement (R&R).

3. Community redressal mechanism:

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

The company has implemented a mechanism where local employees regularly engage with community members to identify and address any concerns. The community can directly communicate and raise issues as needed. More importantly, the site location teams act as the primary point of contact for local communities, addressing grievances mainly through one-on-one interactions.

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers*	10.30	8.23
Sourced directly from within India	100	100

*During the financial year 2024-25, 10.3% of the total purchases have been sourced from MSME. Further, during the financial year 2023-24, 8.23% of the total purchases have been sourced from MSME directly from them without any intermediary.

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

Location	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Rural	0	0
Semi- Urban	0	0
Urban*	100	100
Metropolitan	0	0

*All our major projects are in and around Hyderabad and Bangalore. So Nearly 100% of our workforce is in Urban areas.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER



A) **ESSENTIAL INDICATORS:**

1. **Consumer Complaints and feedback:**

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

Ramky has a robust mechanism for addressing consumer complaints, emphasizing prompt and effective resolution. Complaints are assigned to a dedicated, trained team specialized in handling such issues. The company maintains open communication with customers, providing regular updates and progress reports. Ramky is committed to finding amicable solutions and ensuring high customer satisfaction.

The company engages in execution of EPC and Developer works for the clients. The project is executed as per the contractual agreement terms and conditions and any deficiency in the execution of the work is dealt through the redressal mechanism in the contract between the parties.

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

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

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

Category	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

5. Cyber security policy:

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

Yes, we have a comprehensive framework to manage cybersecurity and data privacy risks. The policy incorporates multiple safeguards such as access control, virus prevention, intrusion detection, regular data backups, user authentication, continuous monitoring, and periodic reviews to ensure the security of information assets. It also includes guidelines for maintaining data integrity based on data classification and securing the organization's information systems in line with best practices.

Web-link: https://ramkyinfrastructure.com/docs/pdf/investordesk/data_privacy_policy.pdf

6. Corrective Actions:

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

This section is not applicable to the Company as there have been no reported incidents of such issues till date.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - NIL
- b. Percentage of data breaches involving personally identifiable information of customers - NIL
- c. Impact, if any, of the data breaches - NA

For and on behalf of the Board of
RAMKY INFRASTRUCTURE LIMITED

Sd/-
Y R NAGARAJA
Managing Director
DIN: 00009810

Sd/-
ESHWAR REDDY PURMANDLA
Director
DIN: 01892327

Place: Hyderabad
Date : 08.08.2025