



Make Living **BETTER**

ESG REPORT FY 2024-25



My Home Apas



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Laying the Groundwork

About the Report

This second ESG Report, FY 2024-25, marks a pivotal milestone in My Home Constructions Pvt. Ltd.'s (My Home Constructions) journey to embed sustainability into the core of its operations. Guided by our philosophy of 'Make Living Better', we are focused on reimagining what responsible construction means in today's evolving real estate sector.

We understand our responsibility goes beyond delivering high-quality buildings. It includes a

commitment to integrating Environmental, Social, and Governance (ESG) principles into all aspects of our business. We are committed to integrating sustainable practices at every stage from design, project execution, to handover and long-term operations. This report outlines our on-ground application of sustainability and reinforces our dedication to continuous improvement, transparency, and accountability across all our projects.

Reporting Scope, Boundary and Portfolio

This report is prepared in reference to the Global Reporting Initiative (GRI) Standards 2021 update and aligns with United Nations Sustainable Development Goals (UN SDGs). It ensures clear and reliable information about our ESG

performance. It also explains how we identify and manage ESG risks and opportunities that impact our key stakeholders, including climate resilience, in line with global sustainability principles and best practices.



Our ESG strategy is guided by our stakeholders, and this report outlines our progress, challenges, and commitment to sustainability. We are leading the way in the real estate sector by meeting customer needs, delivering economic value to our investors, and strengthening connections with stakeholders.

This ESG Report for FY 2024-25 presents the operations and ESG performance of My Home Constructions between April 1, 2024, and March

31, 2025. The report covers our portfolio of projects that are either operational or under development during this period and managed directly by My Home Constructions. These projects include both residential and commercial developments in India.

Where applicable, our report also includes relevant data from supply chain partners, contractors, and service providers to give a holistic view of our operations.

The portfolio of projects covered in this report are located in Hyderabad, Telangana.

Hyma Developers Pvt Limited	Grava Business Park		Under Development
	My Home 99		Under Development
	Grava Residencies		Under Development
	Precast Unit		Operational
Tellapur Technocity Pvt Limited	My Home Sayuk		Under Development
	My Home Avali		Under Development
	My Home Akrida		Under Development
Aqua Space Developers	My Home Twitza		Operational
	My Home Nishada		Under Development
Divija Commercial Properties Ltd	The Skyview		Operational
My Home Constructions	Hy Home Apas		Under Development
	My Home Raka		Under Development

Commercial

Manufacturing

Residential

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Messages from the Leadership

Chairman's Message

Since 1981, My Home Constructions has been driven by a clear purpose: 'Make Living Better'. Our journey goes beyond constructing residential and commercial spaces—it's about pushing boundaries, improving efficiency, and leading the way in creating a future-ready built environment.

As we present the second edition of our ESG Report for FY 2024–25, it reflects more than just our progress—it reinforces our belief that sustainability is about creating a positive impact, not just minimizing harm.

Our commitment to sustainability and performance is at the forefront of our operations. We are adopting smart energy systems tailored to local conditions and utilizing advanced technologies such as Building Information Modelling (BIM), precast construction, and energy-efficient design to accelerate our transition towards Net Zero in energy, water, waste, and carbon. Solar panels and reflective materials are being integrated across projects to further reduce energy use and emissions.

We take great pride in the progress we've made towards sustainable construction, which reflects

both our scale and our steadfast commitment to eco-friendly practices. To date, over 15 million square feet have been Indian Green Building Council (IGBC) certified, with an additional 20 million square feet pre-certified and a target of 20.6 million square feet in progress. We have also achieved 4.2 million square feet in Leadership in Energy and Environmental Design (LEED) pre-certifications and 5.2 million square feet under LEED Operations and Maintenance (O+M) certification (Commercial), reinforcing our alignment with global sustainability standards.

We believe that knowledge drives impact. Through our digital platforms—such as the JNAN Knowledge Portal and E-Library—as well as physical training sessions at our Knowledge Centre in Tellapur, play a vital role in enhancing employee performance, building a more productive workforce, and strengthening sustainability practices across projects. We conduct over 200 structured training sessions annually, supplemented by thousands of on-site training sessions across all project locations for our employees.

Looking ahead, we remain focused on learning from each project, refining our processes, and staying true to our purpose. We are committed to building environments that enhance well-being, minimize environmental impact, and support inclusive, resilient communities. By embedding sustainability across our value chain and aligning with global

ESG benchmarks, we aim to lead by example in environmental stewardship, social responsibility, and governance excellence.

Together, let's ensure every square foot contributes to building a better today and shaping a promising tomorrow for future generations.

“

Our vision is to achieve excellence by embracing cutting-edge technologies and adopting responsible practices that safeguard people and respect the planet. We are committed to building a legacy that reflects our core purpose:

“Make Living Better.””

**Dr. Rameswar Rao
Jupally**

Chairman
My Home Constructions Pvt. Ltd.



Executive Vice Chairman's Message

Our journey toward sustainability continues with clear direction and purpose. We have moved beyond viewing sustainability as a compliance requirement to embedding it as a core element of our business strategy. This shift is driven by our understanding of environmental risks, evolving stakeholder expectations, regulatory developments, and our conviction that responsible growth is the only way forward.

We are proud to present the second edition of our ESG report, which reflects our focus on practical implementation. At My Home, we embed ESG principles across all departments. We go beyond certifications, using sustainability as a strategic tool to enhance efficiency, control costs, and prepare for long-term risks such as water security, climate resilience, and digital readiness.

In FY 2024–25, we made steady progress in integrating sustainability across our operations. We enhanced our BIM dashboards to improve design accuracy and minimize execution-stage clashes. We also prioritized the use of certified low-impact materials, including Environmental Product Declaration (EPD) and GreenPro-labelled products, across ongoing and upcoming projects. Our Net Zero Water and Waste initiatives, launched at Grava Business Park, are now being scaled to additional sites—reinforcing our commitment to a greener future.

We achieved key sustainability milestones during the year, including new green building certifications and recognition under international benchmarks. Our first-time participation in GRESB resulted in a strong performance, reaffirming the maturity of our ESG systems. We are also proud to report zero environmental or safety non-compliance incidents.

Our projects increasingly leverage digital tools such as SmartCheck and 7D BIM to accelerate sustainable outcomes with greater precision. We remain committed to enabling smart, green living—not only through the homes we build but also through how we plan, design, and execute our projects.

We continue to advance our Net Zero Carbon roadmap and embed circular practices across our value chain. Climate resilience, embodied carbon tracking, and impact-focused pilot initiatives remain central to our sustainability strategy.

This report reflects our commitment to building responsibly and acting with purpose. We are grateful to our investors, customers/clients, employees, suppliers, and communities for their continued trust and support in this journey toward a more sustainable and resilient future.

Together, let's keep raising the bar—building better, smarter, and more sustainably.

“Our commitment to excellence leads us to integrate practices that safeguard people and the planet. Each project is an opportunity to exceed expectations, foster healthier communities, and contribute to a sustainable future.”

Mr. Ramu Rao Jupally

Executive Vice Chairman
My Home Constructions Pvt. Ltd.



ESG Snapshot

FY 2024-25

FY 2024–25 marked a significant step in My Home Constructions' ESG journey. During the year, we aligned more closely with global reporting standards and built future-ready, sustainable developments – both commercial and residential. We made measurable progress across our environmental, social, and governance areas through formalized policies, improved emissions tracking, stakeholder engagement, and risk governance—all integrated into our operational decision-making processes.

A board-approved ESG Policy was rolled out in January 2025, outlining specific commitments across environmental, social, and governance topics. The ESG Committee and Working Group met regularly to track progress and align disclosures with GRESB and GRI standards, improving transparency and reporting readiness.



Environmental Highlights

In FY 2024-25, we scaled up our low-carbon transition efforts across both development and operational portfolios.



Sourced 100% electricity from green tariffs at The Skyview, eliminating 18,600 tCO₂e emissions.



Standardized VRF/VRV systems and adopted zero-HCFC refrigerants across projects.



Installed 100 kWp of rooftop solar at The Skyview and 20 kWp at My Home Twitza.



Recorded total energy consumption of 260 TJ, with an increasing share sourced from renewables.

Social Highlights

Our emphasis on workforce well-being, DEI, and stakeholder trust created measurable impact:



Achieved zero major safety incidents across all projects.



Delivered 19,250+ hours of training on safety, quality, and DEI at My Home Knowledge Centre.



Facilitated regular health checkups provided for employees and contract workers.



Supported local students through the Shikshaantra Plus education program - an ongoing community initiative.

Governance Highlights

Our governance framework underwent significant enhancement this year with the adoption of:



Revised ESG Policy under the direction of the ESG committee and the management.



Appointed ESG representatives across business units



Linked ESG KPIs to annual Executive appraisals.



Updated the Vigilance policy to strengthen whistleblower systems.

The progress made this year in aligning our ESG efforts with global standards reflects My Home Constructions' focus on performance and impact. We will continue to strengthen this foundation by driving innovation, inclusion, and sustainability across our portfolio.

¹VRF/VRV systems: Variable Refrigerant Flow (VRF)/ Variable Refrigerant Volume (VRV) systems

²HCFC: Hydrochlorofluorocarbons

About My Home Constructions

Following our ESG Snapshot, this section outlines the purpose, structure, and operational strategy that define My Home Constructions today.

Our Business and Operations

My Home Constructions is a subsidiary of the My Home Group—a key contributor to Hyderabad's growth since 1981. We operate across multiple sectors including residential and commercial spaces, through brands like Hyma and Aqua Space Developers. Our headquarters is based in Madhapur, with most of our project operations located across Hyderabad.

Beyond Structures: Creating Ecosystems of Well-being

We apply our philosophy of 'Make Living Better' by integrating community well-being, connectivity, and long-term value into how we design and deliver every project. Our end-to-end model includes land acquisition, design, construction, sales, and facility management— supported by a wide network of partners and suppliers for seamless execution.

Scale with Responsibility: Building for Tomorrow

With 37 million sq. ft. of built-up area delivered, we recognize our responsibility to build sustainably.

Our decisions—from nature-integrated design and procurement of low-impact materials to energy-efficient solutions and waste management—are guided by both stakeholder impact and environmental footprint.

Smart Integration: ESG Across the Value Chain

Sustainability is built into every process at My Home Constructions. We use digital tools, energy monitoring systems, and modular construction methods to reduce waste and emissions. These systems also help us to track performance in real-time and improve project efficiency across sites.



Our Vision, Purpose Mission & Values

Vision: 'Care for People, Care for the Planet' – we aim to lead in sustainable building, balancing community needs with environmental care.

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

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

Our core values guide how we operate:



Commitment to Excellence – We focus on delivering quality and maintaining trust.



Innovation with Responsibility – We adopt new technologies that improve sustainability and performance.



Trust and Transparency – We build strong relationships with stakeholders through clear communication and accountability.

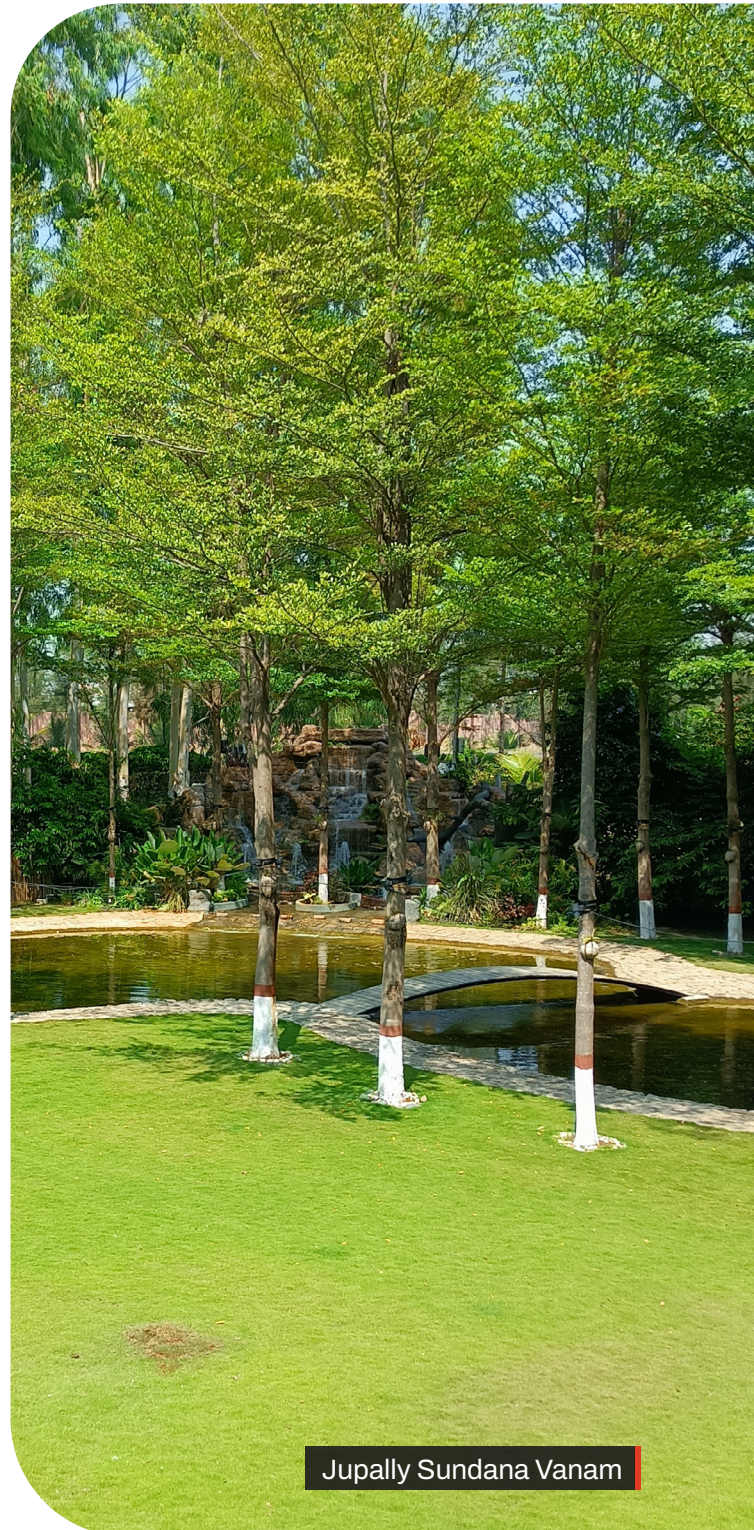
These values help us integrate sustainability into everyday decisions, deliver results that matter to our people and planet.

Every project is an opportunity to strengthen our sustainability performance and investment readiness. We aim to meet expectations through timely delivery, responsible practices, and strong stakeholder trust.

Crafting Skylines: Our Portfolio and Projects

My Home Constructions' portfolio refers to the complete set of residential and commercial developments, both completed and under development. Each project represents a specific site—such as an apartment complex, commercial building—that brings our design, construction, and sustainability to life.

Our project portfolio represents diverse ventures in residential and commercial developments across Hyderabad. These projects are not just real estate assets—they reflect our commitment to building spaces that are livable, efficient, and environmentally responsible.



Jupally Sundana Vanam

The sustainability features reflected in our operational and development projects include:



Good Indoor Air Quality



Natural Ventilation



Water Filtration



Rainwater Harvesting



Solar Panels



Enhanced Biodiversity



Recycle and Reuse Materials



Smart Movement & Public Transport



Reduce Single Use Plastics



Waste to Compost

Our precast manufacturing unit is among the largest in India, with a production capacity of 5 million sq. ft. annually. It supports faster, more efficient and resource-conscious construction. We use technologies like Building Information Modelling (BIM), SmartCheck, and drone-based monitoring to improve precision, optimize materials, and reduce the environmental footprint at project sites.



Precast Unit

Celebrating Excellence: Awards and Recognitions

This year My Home Constructions received national and international recognition for our work in sustainability, workplace safety, and responsible construction. These awards highlight the measurable impact of our ESG efforts and our commitment to safer, greener, and more efficient developments.

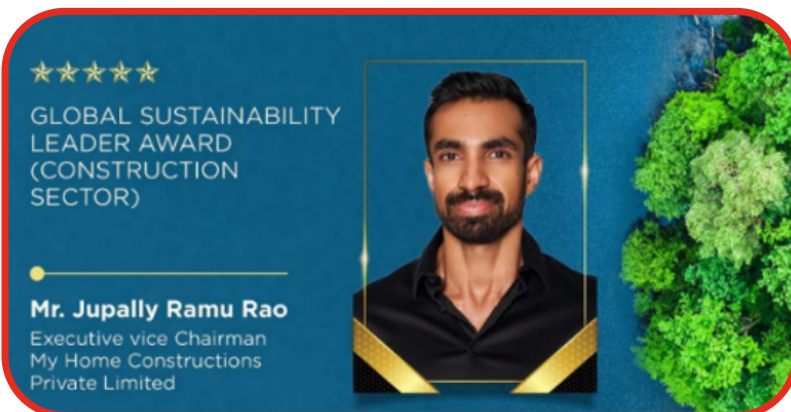
Key Awards and Certifications in 2024

- LEED Certification for over 8.47 million sq. ft. and WELL Certification for 5.2 million sq. ft. of built assets.
- 5-Star Safety Rating from British Safety Council (UK) for Grava Business Park - T10 & T20.
- National Safety Award from Global Safety Summit (GSS-UK) for Grava Business Park safety for the past three years.
- International Safety Award from GSS (UK) at the House of Lords, London for Grava project from last 2 years.
- Construction Industry Development Council (CIDC) Vishwakarma Award for Grava Business Park – HSE performance.



Workplace and Leadership Recognition

- Great Place to Work™ Certified for:
 - o Hyma Developers Pvt. Ltd. (2024 & 2025).
 - o Tellapur Technocity Pvt. Ltd. (2025).
- Global Sustainability Leader Award to Mr. Ramu Rao Jupally at GSS (UK) from last year.
- Best Sustainable Solutions Award at Telangana Facility Management Council (TFMC) Summit 2024 for My Home Twitza.



These recognitions reinforce our commitment to ESG, safety, and building workplaces and projects aligned with global standards.

Industry Collaborations: Building with Collective Wisdom

We recognized that advancing sustainability and performance required strong industry collaboration. As a founding member of the Indian Green Building Council (IGBC) and active participant in platforms such as Confederation of Real Estate Developers' Associations of India (CREDAI), CII Telangana ESG Forum, and Telangana Real Estate Developers Association (TREDA), we contributed to sector-wide transformation within India's built environment.

Our involvement in the CII Telangana ESG Forum during FY 2024-2025, reflected our dedication to embedding ESG principles across our operations. The forum brought together industry stakeholders to exchange best practices, address ESG challenges, and promote collective action.



We participated in several activities under this platform:

- The E-Launch of the ESG Forum
- ESG sensitization sessions for employees

- Workshops on carbon accounting and sustainability strategy

These engagements supported our internal ESG capacity-building efforts and helped us align with contemporary frameworks.

Beyond industry bodies, we collaborated with consultants, technology partners, suppliers, and certification agencies. These partnerships supported both our alignment with global ESG frameworks and the UN SDGs, while strengthening our readiness for ESG ratings.

This year we also partnered with a waste recycling vendor to improve our waste management systems. This supported integration of sustainable practices at the project level and contributed to resource efficiency.

Through participation in the 1st CII Telangana ESG Summit, we gained insights into global ESG trends and built strategic partnerships for future transformation.



Delivering quality homes is our passion, guided by energy efficiency, low environmental impact, and community well-being. Each of our projects reflects a commitment to sustainability and a future, where living better means living responsibly.



Mr. Shyam Rao Jupally
Managing Director



Key Milestones in our ESG Journey

From Foundations to Future-Readiness

In FY 2023–24, My Home Constructions laid the foundation for ESG integration by launching its first ESG report. This involved identifying ESG material topics, developing internal policies, and aligning teams around priority ESG themes.

FY 2024–25 marked a shift from strategy to execution converting plans into site-level and organizational actions.



Environmental Progress: Turning Plans into Action

- Achieved TRUE Zero Waste Gold for The Skyview 10 & The Skyview 20 from Green Business Certification Inc. (GBCI), marking a major step in responsible waste management.
- Conducted climate risk assessment for HYMA Developers Pvt. Ltd.
- Secured WELL Health-Safety Rating (HSR) for My Home Twitza.
- Initiated on-site solar expansion to reach 2.3 MWp, reducing reliance on grid electricity and lowering scope 2 emissions.
- Enabled zero liquid discharge at two sites, recovering 200 million liters of water annually.
- Validated over 60% of building materials through Environmental Product Declaration (EPD) and GreenPro certifications, prioritizing a low carbon procurement strategy.
- Piloted digital water stress mapping to guide climate-resilient construction in aquifer-sensitive areas.



Smart Operations: Enabling Data-Led Efficiency

- Implemented centralized Heating, Ventilation, and Air Conditioning (HVAC) systems, smart water meters, and Building Management Systems (BMS) across operational assets, all integrated with ESG dashboards.
- Integrated BIM and Digital Twin technologies at My Home Twitza and Grava Business Park, resulting in a 13% to 15% reduction in rework and energy modeling errors.
- Piloted drone-assisted monitoring to track material flows and support predictive maintenance for higher operational transparency.



BIM image My Home Twitza service room



Innovation and sustainability drive our growth as we embrace green technologies and forward-thinking designs. We aim to set new benchmarks in construction while aligning with social and governance standards, building a sustainable planet one project at a time.



Mr. Vinod Jupally
Director



People and Communities: Grounding ESG in Inclusivity and Safety

- Trained over 80% of leadership teams in green building practices and digital upskilling.
- Maintained zero fatalities and recorded no major safety incidents across operational sites.
- Set up creche facilities for children of women workers, focusing on their health, safety, and well-being.
- Operationalized medical response teams and multilingual awareness programs at active construction sites.
- Partnered with 'Yunikee' to support sign-language-inclusive education initiatives.



Governance and Assurance: Deepening Integrity and Resilience

- Conducted materiality assessment and peer benchmarking to prioritize ESG issues based on stakeholder expectations.
- Initiated climate risk framework to map site-level exposure to heat, drought, and flood risks, in alignment with Task Force Climate-related Financial Disclosures (TCFD).
- Launched GRESB readiness Programme, including internal ESG scorecards, asset-level KPIs, and benchmarking against global real estate peers.

Our efforts transitioned from foundational planning to measurable ESG performance, anchored in digital systems, risk resilience, and inclusive stakeholder engagement, strengthening our governance and advancing toward globally benchmarked ESG maturity.

Crèche at My Home Nishada



Voices That Shape Our Vision – Stakeholder Engagement & Materiality Assessment

This year, we carried out a structured engagement process to gather stakeholder inputs across our value chain including employees, customers, suppliers, contractual workers, community

members, and senior leaders. These insights helped us identify ESG themes that matter most and align with national and global sustainability goals.

Engagement Approach: Diverse Voices, Unified Impact

We used a mix of online surveys and focused consultations to gather feedback. We also benchmarked ourselves against peer companies in the real estate sector to validate our approach.

Stakeholders shared views on a range of priorities, including climate action, safety, resource efficiency, digitization, and inclusion. This input directly shaped our ESG focus areas and material topics for the year.

What We Heard: Stakeholder Priorities

Feedback from our stakeholder groups highlighted six recurring high-priority areas:

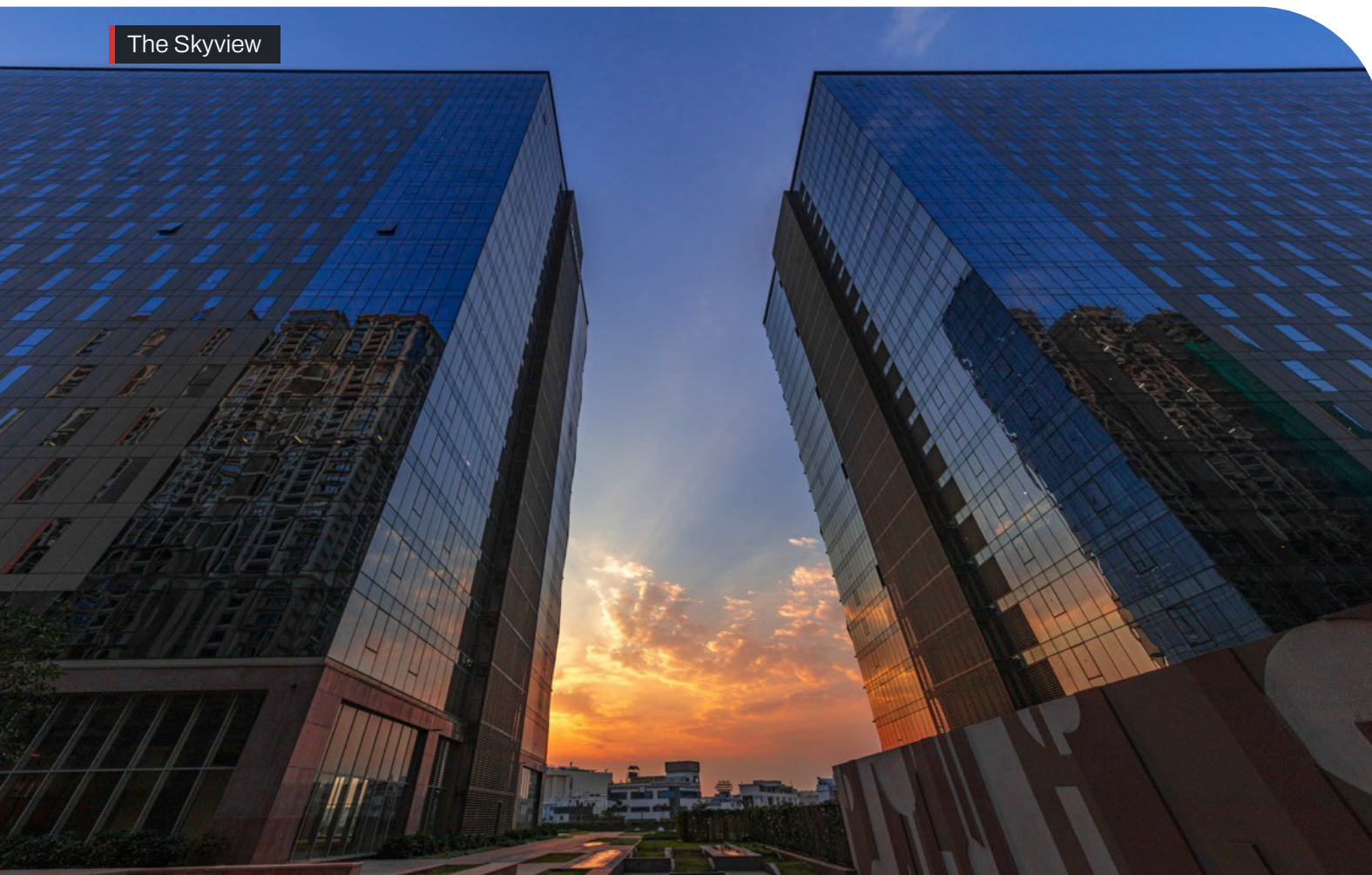


Materiality Assessment: What Matters Most

Based on this feedback and internal assessment, we identified 17 material topics using a structured impact analysis. These topics now guide our ESG decision-making, strategy, and reporting.



The chart below maps each material topic to relevant GRI standards and SDGs, ensuring transparency and alignment with global reporting norms.



Environment

Material Topics	GRI Key Performance Indicators	Linked SDGs
Water Management	GRI 303-3: Water withdrawal	 
Climate Strategy	GRI 305-1: Direct (Scope 1) GHG emissions	 
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	
	GRI 305-4: GHG emissions intensity	
	GRI 305-5: Reduction of GHG emissions	
Sustainable Procurement	GRI 417-1: Requirements for product and service information and labelling	 
Waste Management	GRI 306-3: Waste generated	 
	GRI 306-4: Waste diverted from disposal	
	GRI 306-5: Waste directed to disposal	
Opportunities in Green Buildings & Technology	GRI: 300 series – Environmental Standards	 
GHG Management	GRI 305-1: Direct (Scope 1) GHG emissions	 
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	
	GRI 305-4: GHG emissions intensity	
	GRI 305-5: Reduction of GHG emissions	
Biodiversity	GRI 304-3: Habitats protected or restored	

Social

Material Topics	GRI Key Performance Indicators	Linked SDG's
Occupational Health & Safety	GRI 403-1: Occupational Health and Safety	 
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	
	GRI 403-3: Occupational health services	
	GRI 403-5: Worker training on occupational health and safety	
	GRI 403-6: Promotion of worker health	
	GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	GRI 403-8: Workers covered by an occupational health and safety management system	
Human Capital Management	GRI 401-1: New employee hires and employee turnover	 
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	GRI 401-3: Parental leave	
	GRI 404-1: Average hours of training per year per employee	
	GRI 404-2: Programs for upgrading employee skills and transition assistance programs	
Diversity, Equity & Inclusion	GRI 405-1: Diversity of governance bodies and employees	 
	GRI 405-2: Ratio of basic salary and remuneration of women to men	
Community Engagement	GRI 413-1: Operations with local community engagement, impact assessments, and development programs	 
Customer Safety & Centricity	GRI 416-1: Assessment of the health and safety impacts of product and service categories	 
	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	

Material Topics	GRI Key Performance Indicators	Linked SDG's
Human Rights	GRI 412-2: Employee training on human rights policies or procedures GRI 412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening GRI 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour	 
Data Privacy & Information Security	GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	 

Governance

Material Topics	GRI Key Performance Indicators	Linked SDGs
Business Ethics & Compliance	GRI 2-23: Policy commitments	
	GRI 2-24: Embedding policy commitments	
	GRI 2-26: Mechanisms for seeking advice and raising concerns	
	GRI 2-27: Compliance with laws and regulations	
Corporate Governance	GRI 2-9: Governance structure and composition	 
	GRI 2-10: Nomination and selection of the highest governance body	
	GRI 2-11: Chair of the highest governance body	
	GRI 2-17: Collective knowledge of the highest governance body	
Business Resilience & Performance	GRI 201-2: Financial implications and other risks and opportunities due to climate change	 

Insights from the assessment shaped our ESG framework and roadmap, with priority topics mapped to FY 2024-25 performance metrics and ESG chapters in this report. These have been integrated into board discussions, digital initiatives, and climate risk planning.

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Strong governance and disciplined ESG integration are key to securing long-term value. We see sustainability not as a cost, but as an investment in resilient returns.



Mr. Ranjith Rao Jupally
Director

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Stewards of Sustainable Growth

Our Board of Directors

The leadership at My Home Constructions guided the company's ESG transition through strategic foresight and operational depth. Our Board brought together seasoned professionals with expertise across engineering, finance, sustainability, governance, and project execution, each

contributing to our long-term vision of 'Make Living Better'. They led My Home Constructions through responsible real estate development, ensuring the organization remained agile and responsive to evolving ESG expectations, regulatory shifts, and market conditions.

Board Composition and Diversity of Expertise

The Board comprised individuals with decades of experience across Indian and international markets. Their collective insights supported transparent

governance, ESG integration, trust-building with stakeholders, and alignment with material topics identified in the ESG roadmap.

Voices That Shape
Our Vision

Stewards of
Sustainable Growth

Better Living. Better
Care for Governance

Better Living. Better
Care for the Planet

Better Living. Better
Care for the People

Annexure



Dr. Rameswar Rao Jupally, Chairman

A first-generation entrepreneur with a background in homeopathic medicine and science, Dr. Rao built My Home Constructions into a leading real estate and cement group. His leadership promoted integrity, efficiency, and sustainability.



Mr. Ramu Rao Jupally, Executive Vice Chairman

With a degree in electrical engineering and an MBA from Manchester Business School, Mr. Ramu Rao led risk mitigation and project feasibility efforts. He also supported ESG-linked technology integration across the group.



Mr. Shyam Rao Jupally, Managing Director

An MSc in Accounting and Finance from Manchester Business School, UK, Mr. Shyam Rao supervised execution of large-scale residential and commercial projects. He emphasized ESG-aligned capital planning and financial discipline.



Mr. Vinod Jupally, Director

With over 15 years of leadership experience, Mr. Vinod held a master's in business management, and focused on aligning governance, compliance, and regulatory practices with business growth.



Mr. Ranjith Rao Jupally, Director

An engineer in mechanical & industrial production and a postgraduate in international business from Manchester Business School, UK, Mr. Rao drove modular construction, global market expansion, and technology-driven delivery timelines.



Governance That Drives ESG Performance

Board-led governance guiding site planning



In FY 2024-25, the Board played a key role in guiding ESG vision and implementation. They oversaw climate scenario assessments, stakeholder engagement, and alignment with GRI and GRESB standards. The Board also approved plans to reassess material topics across eight stakeholder groups and review site-level climate risk and adaptation.

Annual board evaluations were conducted to assess governance effectiveness. ESG training sessions and awareness modules were scheduled to strengthen board-level understanding of emerging standards and disclosure requirements.

The Board recognized that ESG governance was not limited to compliance. It was seen as a strategic advantage in a changing global market. Key governance actions included:

- Integrating ESG considerations into board-level risk reviews and performance tracking.
- Driving consistent and comparable disclosures aligned with global benchmarks.

Through unified leadership, the Board enabled My Home Constructions to achieve financial resilience while advancing long-term ESG goals in climate action, social responsibility, and governance. These efforts supported both skyline development and responsible urban governance.





Better Living. Better Care for Governance



This section builds on the previous overview of board composition by exploring how governance was structured and practiced at My Home Constructions this year. Our board's leadership combined stewardship, long-term strategic vision,

and ESG-aligned values to provide a strong foundation for responsible growth. Our governance practices were structured in reference to the GRI and UN SDG standards, ensuring globally benchmarked disclosures.

Board Composition: Governance Grounded in Purposeful Leadership

My Home Constructions functioned as a real estate company with governance rooted in ethical leadership, strategic foresight, and a commitment to long-term value. The Board includes executive leaders from the founding family, alongside senior professionals in projects, finance, legal, and business development.

Our board composition followed a structure that enabled strategic planning and ESG integration, with reviews led by the Director–Projects, with active inputs from multidisciplinary senior executives.

This year, to strengthen governance, we:



Empowering departmental leaders to contribute to corporate strategy



Delegating ESG review and implementation responsibilities to a dedicated Sustainability Team



Maintaining open, periodic dialogue between senior leaders and project heads to evaluate risk and progress



Board Evaluation and Governance Improvement

At My Home Constructions, effective governance relied on regular self-review and forward planning. In FY 2024-25, the leadership team actively pursued governance improvement through structured reviews, peer benchmarking, and insights from industry

forums such as the CII ESG Forum and IGBC. In FY 2024–25, the company explored practical ways to strengthen board maturity without disrupting its decision-making culture. These efforts included:



Integrating ESG-linked KPIs like project energy efficiency and EHS compliance, into leadership performance evaluations.



Formalizing processes to track ESG risks, grievances, and mitigation actions.



Exploring internal ESG review mechanisms as a proxy for audit committee supervision.



Strengthening the Sustainability Team's role in ESG materiality reviews and periodic risk assessment.

This year, we remained committed to elevating governance standards and transparently reported on its ongoing evolution.



Our board's vision is to design spaces that meet today's needs while paving the way for a healthier, greener future. Through our initiatives, we strive to transform the real estate industry into a benchmark for sustainability.



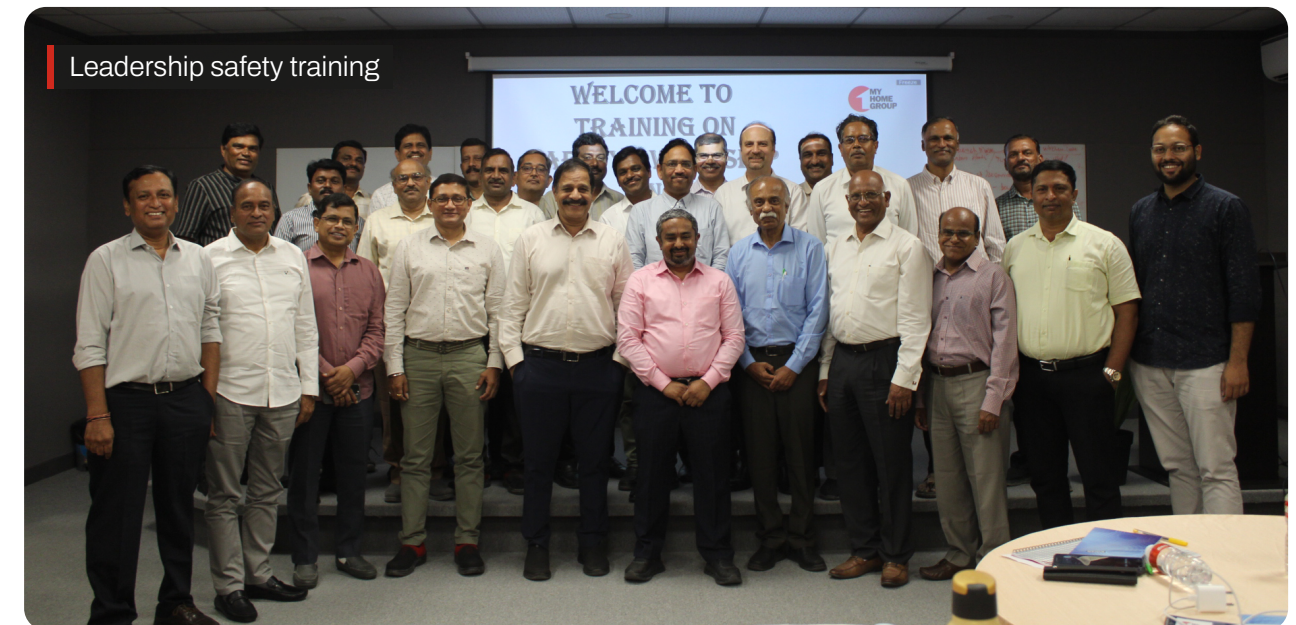
Mr. A. Srinivasa Rao
Chief Financial Officer



From Compliance to Commitment: Embedding Safety Leadership at My Home



In line with its commitment to governance and safety, My Home Constructions hosted a Safety Leadership Workshop in collaboration with the British Safety Council. Led by Mr. Nicholas Wharton, the session focused on shifting from compliance to commitment in safety culture. Senior leaders explored concepts like 'Just Culture' and proactive error response, emphasizing trust, open reporting, and leading by example. The workshop sparked a mindset shift, positioning safety as a shared responsibility. Leaders made personal commitments, formed a safety action group, and enhanced communication, laying the groundwork for safer work environments, positively impacting nearly 10,000 site workers. The initiatives reinforced that safety leadership begins at the top.



Ethics, Policies & Compliance

“Integrity first, always”

My Home Constructions positioned ethical business conduct as a core strength, voluntarily adopting public-company governance practices despite being a private entity. A multi-channel reporting system was put in place, including a webform, HR hotline, sealed drop boxes, and QR access, to support effective and confidential issue resolution.

Ensuring Ethical Conduct

This year, to uphold high ethical standards, the company maintained a strong whistle-blower mechanism. It enabled anonymous reporting of unethical conduct directly to the Vigilance Officer, who conducted an in-depth review. Key concerns

were escalated to the Director–Projects and Executive Vice Chairman for strategic supervision. This ensured leadership remained alert and accountable in fostering a transparent, ethical work environment.

Policies & Procedures – Our Governance Library

A strong policy framework guided our day-to-day decisions. As of March 2025, 17 active corporate policies were in force.



Governance Focus Area	Policy Documents	
Corporate Integrity	○ Code of Conduct	○ Vigilance Policy
People & Welfare	○ DE&I Policy	○ Employee Remuneration Policy
	○ Human Rights Policy	○ Job Responsibility Level Policy
	○ POSH Policy	○ Consultant Policy
Health, Safety & Environment	○ HSE Policy	○ IMS Policy
	○ Fire Safety Policy	
Supply Chain	○ Supplier Code of Conduct	○ Sustainable Procurement Policy
Information Governance	○ My Home Constructions IT-Security Policy	○ Data-Protection & Privacy Policy
CSR & ESG	○ CSR Policy	○ ESG Policy 2025

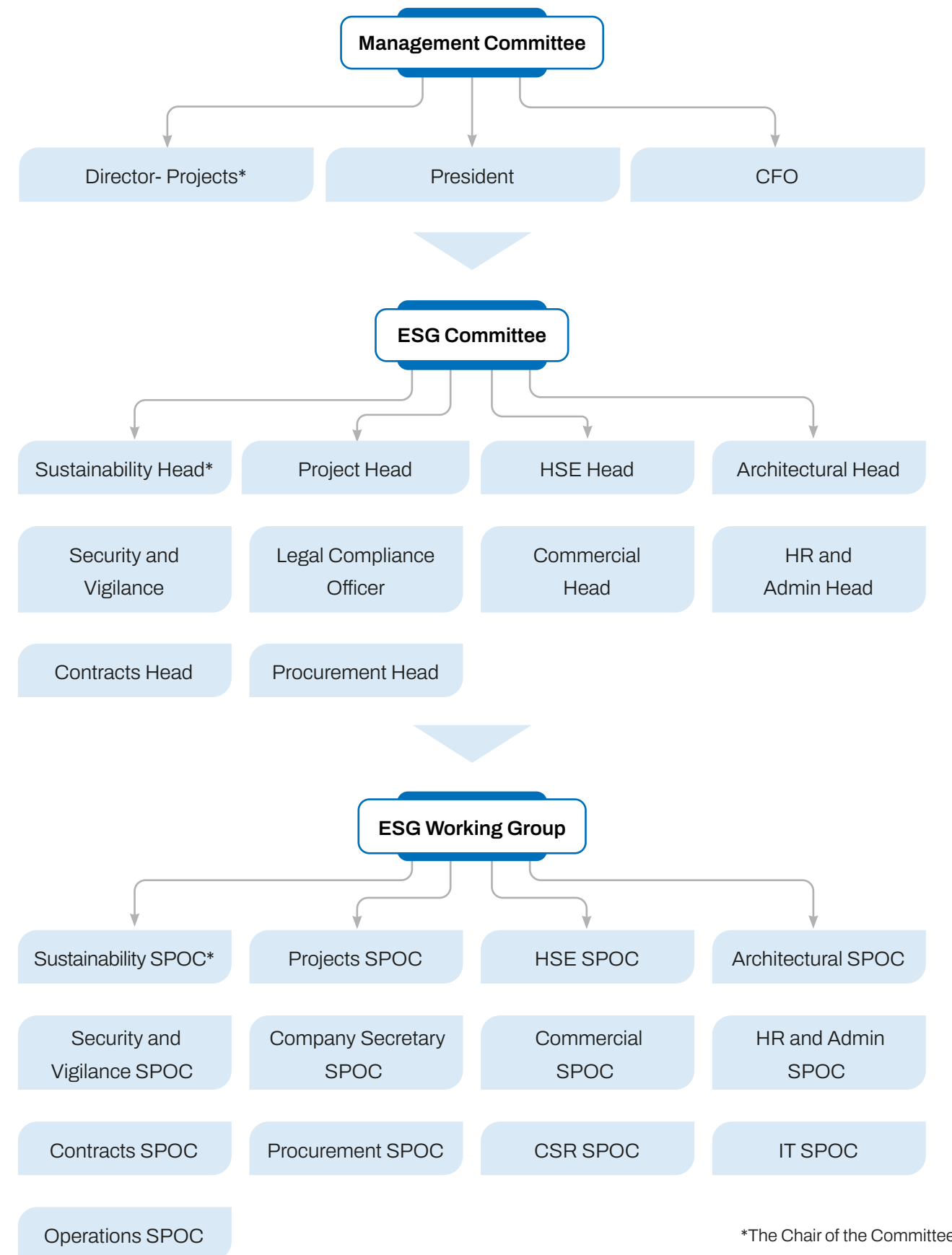
My Home Constructions maintained a strong vigilance mechanism to address misconduct with fairness, confidentiality, and accountability.

- Reporting a Concern**
 Concerns related to fraud or unethical behavior can be reported to the Head – Vigilance via helpline, email, or in person.
- Initial Screening**
 Reports are reviewed to assess credibility. Valid concerns proceed to investigation; others are formally closed with communication to the reporter.
- Impartial Investigation**
 An unbiased officer or team investigates through evidence review and interviews, ensuring confidentiality throughout.
- Whistleblower Protection**
 Whistleblowers are protected from retaliation, and their identities are kept confidential unless disclosure is legally required.
- Disciplinary Action**
 Confirmed violations result in appropriate action, including warnings, suspension, termination, or legal steps.
- Transparent Communication**
 Senior Management is updated during investigations. Key findings may be shared with stakeholders, maintaining discretion.
- Training and Awareness**
 Periodic training ensures employees understand reporting protocols, protections, and ethical responsibilities.
- Secure Documentation**
 All cases are documented and stored securely for audit and future reference, maintaining strict confidentiality.
- Continuous Improvement**
 Processes are reviewed periodically to address gaps and strengthen the vigilance framework.
- Compliance Monitoring**
 Regular audits ensure adherence. Non-compliance is addressed through corrective action and retraining.

ESG Governance: Building a Culture of Accountability

At My Home Constructions, governance of ESG principles was treated as a core business function- integral to how risks were evaluated, progress was tracked, and decisions were made. ESG governance was driven through a decentralized yet accountable structure, embedding sustainability into executive decisions, departmental strategies, and project execution.

The governance process began at the functional level, where individual departments assessed their ESG responsibilities. These inputs were consolidated and validated by the Sustainability team. The final data set was reviewed by the Director-Projects and the Executive Vice Chairman to ensure alignment with our ESG goals and transparent disclosures.



Cross-functional Knowledge Building and ESG Competency

My Home Constructions placed strategic focus on internal capability building in FY 2024–25. Employees at all levels were trained on ESG disclosure standards, Life Cycle Assessment (LCA), and sustainable building practices. The Sustainability Team also participated in key external forums such as the CII ESG Forum, the Sustainability Summit at Dr. Reddy's Lab, and the IGBC Green Building Congress. These engagements helped benchmark ESG performance and identify improvement areas in energy use, water consumption, and sustainable procurement.

Policy Framework Supporting ESG Governance

To strengthen governance, My Home Constructions put in place a broad set of policies reinforcing ethical behaviour, procedural clarity, and responsible conduct. The Sustainability Team worked closely with the HR and legal departments to ensure all policy provisions were clearly communicated to employees, vendors, and other stakeholders especially during onboarding and through annual audits. Communication was supported by training modules, documentation protocols, and performance reviews. The overall framework emphasized transparent disclosures, proactive risk anticipation, and sustainability led by stakeholder expectations.

Raising the Bar: Business Ethics by the Vigilance Team



To promote ethics and transparency, we launched a Vigilance-led integrity initiative during FY 2024–25, featuring the E-Pledge of Integrity, which enabled all the employees to take digital pledges while attending sessions on anti-bribery practices, security vigilance, and ethical conduct in field operations. The initiative strengthened ethical accountability across departments and reinforced ethics as a core enabler of business.



E-Pledge of integrity

Information and Risk Management

At My Home Constructions, we recognized the critical role of Information and Risk Management in driving responsible decisions. We safeguarded business data to uphold corporate integrity and embedded both physical and digital security measures to proactively address risks across operations.

Information Security

In FY 2024-25, information security remained central to our governance approach. We adopted a layered approach to protect digital systems and physical infrastructure, ensuring trust and transparency with customers, employees, and partners.

Cybersecurity by Design: Our IT team implemented multi-layered security protocols - licensed software, firewalls, and real-time threat monitoring, and biometric access. Employees received regular training on risks like phishing and malware.

Smart and Secure Spaces: We secured physical spaces using CCTV, biometric controls, and strict visitor protocols. Confidential documents were managed with shredding protocols and secure storage.

Policy-Driven Protection: We regularly updated our Information Security Policy to align with evolving threats and compliance standards. Data access controls, encryption, and secure backups were a daily operational commitment.

Elevating Efficiency: Drone Monitoring Across Construction Sites



My Home Constructions implemented drone-based monitoring in 2018 to digitize inspections, enhance site safety, and reduce manual supervision across 10+ projects. Drones enabled high-resolution imagery, 3D mapping, and virtual site walkthroughs—streamlining decisions and cutting site visits. Over 300 team members benefited from improved safety, faster decision-making, and reduced emissions through smarter mobility.



Drone image of My Home Sayuk

Risk Governance

Our Executive Vice-Chairman led risk governance at the Board level, defining risk appetite and reviewing quarterly reports. We used a three-line accountability model to ensure strong supervision:

First Line



Business & Project Teams maintained live risk registers and implemented Go/No-Go gates.

Second Line



Functional Experts developed policies and controls.

Third Line



Internal Auditors reported directly to the Board, evaluating risk management systems.



Sustainability is how we future proof our growth. Every project is an opportunity to cut emissions, save resources, and create lasting value for our communities.



Mr. Krishna Rao

President-Commercial, Retail & Residential



Risk Management & Our Approach

We viewed risks as opportunities to improve operations and stakeholder trust. Our risk management approach included:

Early Detection

Regular inspections and cross-functional reviews identified vulnerabilities across operations, regulations, climate-related risk.



Risk Prioritization

A multi-matrix tool helped us rank and mitigate high-impact risks swiftly.



Targeted Action

We deployed SOPs, audits, and continuity plans, using technology like smart water solutions and global certifications.



Building Resilience

Robust systems turned risks into opportunities, enabling us to adapt to climate and policy shifts while strengthening infrastructure.



Our governance and risk systems safeguarded stakeholder value and laid the foundation for more secure, sustainable future.

Enhancing Risk Management: Smarter Construction management



My Home Constructions adopted a third-party platform to strengthen risk management across major projects. Using time-lapse cameras and 360° imagery, we enabled real-time monitoring, reducing reliance on manual inspections. This approach improved transparency and helped minimize missed risks. Visual dashboards, daily imaging, and remote access allowed teams to track progress accurately, cut down coordination delays, accelerate procurement, and enhance quality documentation.

The platform supported remote reviews, improved planning, and strengthened contractor performance across sites - reducing risks tied to conventional construction practices.

Climate Risk and Mitigation



The FY 2024–25 Climate Risk Assessment (CRA) for HYMA Developers identified key risks - including water stress, rising heat, increased rainfall, stronger wind, and wildfire threats. These factors had the potential to disrupt construction schedules, increase costs, and affect workforce productivity.

To address Hyderabad's changing climate, we conducted a detailed CRA across key projects: Grava Residences, Grava Business Park, My Home 99, and the Precast Manufacturing Unit. Our four-step approach included sector-specific research, geospatial data analysis, scenario modeling using Network for Greening the Financial System (NGFS) and Intergovernmental Panel on Climate Change (IPCC) projections, and cost-linked mitigation planning.

We assessed both physical and transition climate risks using public tools and peer data. Key vulnerabilities included heat and water stress, HVAC overload, rainwater ingress, and equipment overheating. Our climate scenario modelling indicated rising cooling demands, groundwater depletion, and greater exposure to extreme weather events.

Physical Risk



Heat stress

Rising temperatures could increase cooling energy demand by 30–40% by 2030, straining worker health, equipment, and energy costs.



Extreme Rainfall

A 400% rise in extreme rainfall over two decades is causing construction delays, material damage, and higher repair costs.



Wildfires

The growing wildfire threat in peri-urban zones is driven by dry spells and rising temperatures.



Water Scarcity

Groundwater is declining by nearly 1 meter annually, risking construction delays and long-term livability of residents.



Storms & Winds

Pre-monsoon storms with winds up to 80 km/h threaten scaffolding, signage, and worker safety.

Transition Risk



Regulatory Changes

As global and national regulations tighten around carbon emissions, traditional carbon-intensive products and services are losing favor.



Market Shifts

Investors and customers increasingly prioritizing green credentials and climate-linked investments. Delayed adoption of sustainable technologies could result in reduced access to green financing and lower investor confidence.



Technological Advancements

One of the most significant transition risks is the technological shift toward low-carbon materials and climate-resilient construction practices.



Reputation & Consumer Demands

Failure to adapt quickly could lead to diminished brand reputation. Consumers and stakeholders increasingly demand sustainable, climate-resilient projects.

Resilience Strategies

To build climate-resilient assets, we implemented the following:



Heat Mitigation: Passive ventilation, adaptive schedules, and IoT monitoring



Water Scarcity: Smart meters, and drip irrigation



Storm Resilience: Waterproofing and green fencing



Fire Planning: Flame-retardant coatings and **designated evacuation routes**



Transition Readiness: Low-carbon materials and upskilling

Adaptation Measures

To address climate risks, we conducted environmental assessments and peer reviews for each project to evaluate potential impacts. Detailed Mechanical, Electrical, and Plumbing (MEP) assessments ensured that our buildings were designed for resilience and efficiency, helping us to mitigate climate risks and improve infrastructure durability.

Digital Climate Resilience

We developed a climate risk dashboard to identify vulnerabilities and integrate insights into ESG reporting, certifications, and investor updates. This tool ensured our projects remained structurally sound and climate-ready, supporting sustainable value for residents, regulators, and real estate investors.

Our proactive strategies and integrated risk assessments helped My Home Constructions manage climate-related risks and strengthen infrastructure resilience.

Digital Construction Excellence with BIM Integration



As part of our digital strategy for the Grava Business Park (Phase 1A), we adopted 3D, 4D and up to 7D Building Information Modelling (BIM) to tackle challenges such as design clashes, poor coordination, and schedule delays. Using ISO 19650-compliant Common Data Environment (CDE) standards, we improved stakeholder communication and streamlined project planning.

Our team used BIM for clash detection, simulations, and advanced precast detailing, enabling just-in-time site delivery. AI-powered dashboards and walkthroughs supported real-time decisions across architecture, MEP, and structural design.

The approach eliminated design coordination errors, saved time, accelerated precast delivery, and improved cost forecasting and procurement through accurate quantity take-offs.



BIM image of Grava Business Park

At My Home Constructions, strong governance formed the backbone of our ESG strategy. We had systems in place that upheld accountability, transparency, and integrity at all levels. From robust vigilance mechanisms to strategic risk management and cybersecurity protocols, our practices were designed to be as resilient as our buildings.

We remained committed to embedding ESG principles into daily operations keeping leadership well-informed and aligned with global standards. Our robust governance structure enabled sustainable growth, strengthened stakeholder trust, and delivered long-term value for communities and the environment.



My Home 99



Better Living. Better Care for the Planet



This chapter captures our efforts to build a more sustainable, eco-friendly future through targeted initiatives and continual improvement. It is prepared with reference to the GRI standards and UN SDGs, ensuring transparency, relevance, and global alignment.

In FY 2024–25, My Home Constructions took proactive steps to reduce carbon emissions,

protect biodiversity, source materials responsibly, and manage construction waste more effectively. Our integrated approach combined environmental stewardship with governance excellence, reflecting our broader commitment to improving quality of life through responsible development.

Being Carbon Smart

At My Home Constructions we continued to play an active role in advancing India’s sustainability goals and the SDGs. We focused on transforming how buildings are designed, built, and operated—embedding climate resilience and decarbonization into our long-term business strategy.

In response to the environmental challenges of rapid urbanization, we adopted a portfolio-wide approach to reduce our ecological footprint—across both our operational and development portfolios.



We understand that true progress begins with acknowledging and addressing our environmental footprint. By equipping our staff with the necessary tools and insights, we empower our people to minimize their ESG impact while enhancing operational efficiency and resilience. We are building a sustainable future where economic growth and environmental responsibility coexist harmoniously.



Mr. MK Ravi Sai
Director- Projects



Our Net Zero commitment

This year we were committed to reducing greenhouse gas (GHG) emissions and advancing our goal of achieving Net Zero by 2050—a state in which the volume of emissions released into the atmosphere is balanced by the amount removed through mitigation and offset measures. We supported this commitment by measuring emissions using the globally recognized GHG Protocol, which provides a standardized framework for accounting and managing emissions across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (indirect emissions across the value chain). For FY 2024–25, our reporting focused on Scope 1 and Scope 2 emissions, with plans to progressively include Scope 3 in future disclosures.

Energy and Emissions Overview (FY 2024–25)

My Home Constructions actively supported India’s sustainability goals and the UN SDGs by driving a fundamental shift in how buildings were constructed and operated throughout their life cycles.

We integrated climate resilience and decarbonization into our long-term business strategy. In response to environmental pressures from rapid urbanization, we adopted a portfolio-wide approach to reducing our ecological footprint—across both development projects (during construction) and operational projects (post-completion).

In alignment with India’s Net Zero roadmap, we set internal targets to reduce greenhouse gas (GHG) emissions and committed to achieving Net Zero by 2050. To advance these goals, we measured GHG emissions in accordance with the GHG protocol, focusing on Scope 1 and Scope 2.

During FY 2024–25, our energy consumption reflected continued reliance on non-renewable fuels such as diesel and electricity, alongside the emerging use of renewable energy through solar power across both development and operational portfolios.

Energy Consumption

Energy Source	Unit of Measurement	Development Portfolio	Operational Portfolio	Total
Non-Renewable				
Diesel	KL	2,328	116	2,444
LPG	MT	-	4	4
Electricity	TJ	31	139	170
Renewable				
Solar Energy	TJ	-	0.18	0.18

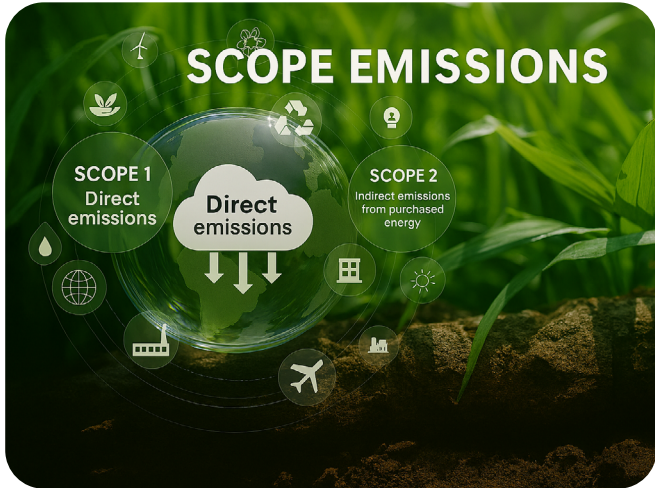
Greenhouse Gas Emissions

Greenhouse Gas Emissions	Unit of Measurement	Development Portfolio	Operational Portfolio	Total
Scope 1	tCO ₂ e	6,350	327	6,677
Scope 2	tCO ₂ e	6,293	9,539	15,832
Total	tCO ₂ e	12,643	9,866	22,509

Scope 1 emissions primarily stemmed from the use of diesel across various operations, including stationary construction equipment, on-site machinery, diesel generators, and ready-mix concrete mixers. Additionally, emissions were associated with the consumption of Liquefied Petroleum Gas (LPG) at The Skyview, one of our operational buildings. Scope 2 emissions resulted from the purchase of electricity from the grid to power our facilities.

Our emission intensity across Scope 1 and Scope 2 in the operational portfolio was 3.92 kg CO₂e/sq. ft., while energy intensity stood at 57.21 TJ/million sq. ft. This highlighted a critical area for intervention in our low-carbon strategy. To address this, we initiated a transition to electric-powered equipment, integrated solar rooftop systems at selected sites, and explored the procurement of green electricity.

We also demonstrated a strong commitment to transitioning to renewable energy to power operations and support India’s Net Zero commitments. We focused on managing climate change risks and reducing GHG emissions through strategic partnerships that adhered to global best practices in sustainable development. These collaborations granted us access to innovative technologies, enhanced our climate adaptation capabilities, and expedited the shift to low-emission construction models.



Emission reduction strategies across our portfolio

As part of our broader decarbonization agenda, we implemented targeted actions to reduce emissions across both operational and development portfolios.

Operational Portfolio

We focused on reducing emissions from day-to-day building operations, transforming them into units of low-carbon operational units through the following measures:

Procuring Renewable Energy

We reduced emissions by sourcing green energy:

- At The Skyview 10 & The Skyview 20, 100% of electricity was procured through green tariffs, eliminating approximately 18,600 tCO₂e—66% of purchased electricity emissions during the reporting period.
- Additionally, we sourced around 50,660 units of electricity from on-site solar installations.
- Energy monitoring and the use of energy-efficient equipment further supported our emission reduction strategy.

Energy Optimization

We prioritized energy efficiency by deploying advanced HVAC systems, energy-saving technologies, and sustainable building materials. Collaborations with technology providers enabled us to implement solutions that reduced energy consumption and operational costs.

Refrigerants and Fire Suppression Choices

All HVAC and air-conditioning systems were designed to exclude ozone-depleting Hydrochlorofluorocarbons (HCFCs). Fire suppression systems were halon-free, aligning with environmental standards and reducing ozone impact.

Advanced Climate Control

We implemented Variable Refrigerant Flow (VRF) and Variable Refrigerant Volume (VRV) systems across major buildings, enabling zone-wise temperature control, reducing energy use, and improving occupant comfort.

Low-Energy Cooling Solutions

High-efficiency chillers were installed in commercial projects like My Home Twitza and The Skyview, delivering effective cooling with lower energy consumption and supporting our low-carbon transition.



Terrace-mounted solar panels at My Home Twitza

HVAC Retrofit for Emission Reductions



To reduce our direct and indirect carbon emissions (known as Scope 1 and Scope 2), we stopped using older cooling systems that contained harmful chemicals like HCFCs and halon. These were replaced with newer, safer refrigerants such as R410A and R134A, which have a much lower impact on global warming. This change was implemented in projects like My Home Raka, Sayuk, Nishada, and Grava. Our engineering teams—especially those handling heating, ventilation, and air conditioning (HVAC)—received special training to make these systems operate more efficiently. All our projects followed the standards set by the IGBC, which promotes eco-friendly construction in India, and LEED, a global rating system for sustainable buildings.



High-efficiency chillers at My Home Twitza

Development Portfolio

We embedded sustainability into project design and construction, deploying material innovations and embodied carbon reduction strategies through the following actions:

Life Cycle Assessment (LCA)

An LCA conducted for Grava Business Park, T10 by HYMA Developers Pvt. Ltd. demonstrated our efforts to reduce the building's embodied carbon footprint.



Our design case embodied carbon stands at 489 kg CO₂e/m² which is 38.6% lesser than the base case.

Procuring Low-Emission Construction Materials

- We incorporated Ground Granulated Blast Furnace Slag (GGBS) and fly ash in concrete mixes to reduce emissions from cement.
- Steel and aluminum with high recycled content were used to lower material-related emissions.
- Hollow core slabs with post-tensioning strands were adopted to minimize concrete usage in slabs.

Our approach in FY 2024–25 focused on practical measures to reduce emissions and improve energy efficiency across our portfolio. These actions contributed to building a more resource-conscious and climate-aware operational model.



Cotta Club at My Home Akrida

Being Water-wise

Water stress was identified as a high-risk factor in our Climate Risk Assessment, driven by declining groundwater levels—falling by nearly one meter annually in several major Indian cities. This challenge, intensified by rapid urbanization and rising demand, posed a significant threat to sustainable water resource management.

In response, we prioritised efficient water management across our operations. Our goal is to achieve Net Zero water usage across the commercial portfolio by 2050 reflects our commitment to treating water as a shared and finite resource.



Across our projects, we're reimagining water use—reclaiming, reusing, and replenishing through smart systems like rainwater harvesting and precision irrigation. It's how we're building a future that's resilient, responsible, and in harmony with nature.



Mr. M. Sachinder
President-Projects



Water Management across our portfolio

To translate our water stewardship goals into action, we implemented a range of strategies across both our operational and development portfolios. These efforts focused on reducing freshwater dependency, increasing reuse, and improving data tracking to support long-term water resilience.

installed across our properties. All wastewater was treated and reused through sewage treatment plants (STPs) equipped with IoT sensors and water meters. At The Skyview, two STPs with a capacity of 600 kilolitres per day (KLD) each were operational, along with a 500 KLD plant at My Home Twitza.

Our commercial buildings primarily relied on third-party water sources, supplemented by rainwater harvesting. The table below presents the volume of water withdrawn across our operational portfolio during FY 2024–25:

Operational Portfolio

We sourced water from municipal corporations, third-party tankers, and rainwater harvesting systems

Source of water withdrawal in our Operational Portfolio*	Unit of Measurement	Water Withdrawal
Commercial Buildings		
Third-Party (Municipality & Tanker) water	KL	142,982
Rainwater	KL	1,587
Total	KL	144,568

Development Portfolio

We continued to implement water-saving strategies across our development projects, focusing on efficient water use. While comprehensive tracking of water withdrawal is still underway, we are actively working to standardize data collection across all ongoing projects.

As part of this effort, in FY 2024–25, we assessed third-party water procurement in select developments—specifically our Precast Unit, My Home Nishada, and My Home Apas. This marks the first step toward full portfolio-level water accounting. The table below reflects the results of this year's assessment:

Source of water withdrawal	Unit of Measurement	Water Withdrawal
Third-Party (Municipality & Tanker) water	KL	194,494
Groundwater	KL	63,300
Total	KL	257,794



Key water conservation measures

Water conservation strategies were implemented across our projects to cut freshwater use, increase reuse, and reduce environmental impact. The following measures were practical, measurable, and integrated from the design stage to ensure long-term efficiency.

Low – flow Fixtures: Installed across residential developments, reducing flow rates by at least 35% compared to baseline standards.

Rainwater Harvesting: Systems were integrated from the design stage to capture 100% of roof and non-roof runoff, replenishing groundwater and reducing municipal water dependency.

Eco Landscaping: Turf areas were limited to <15%

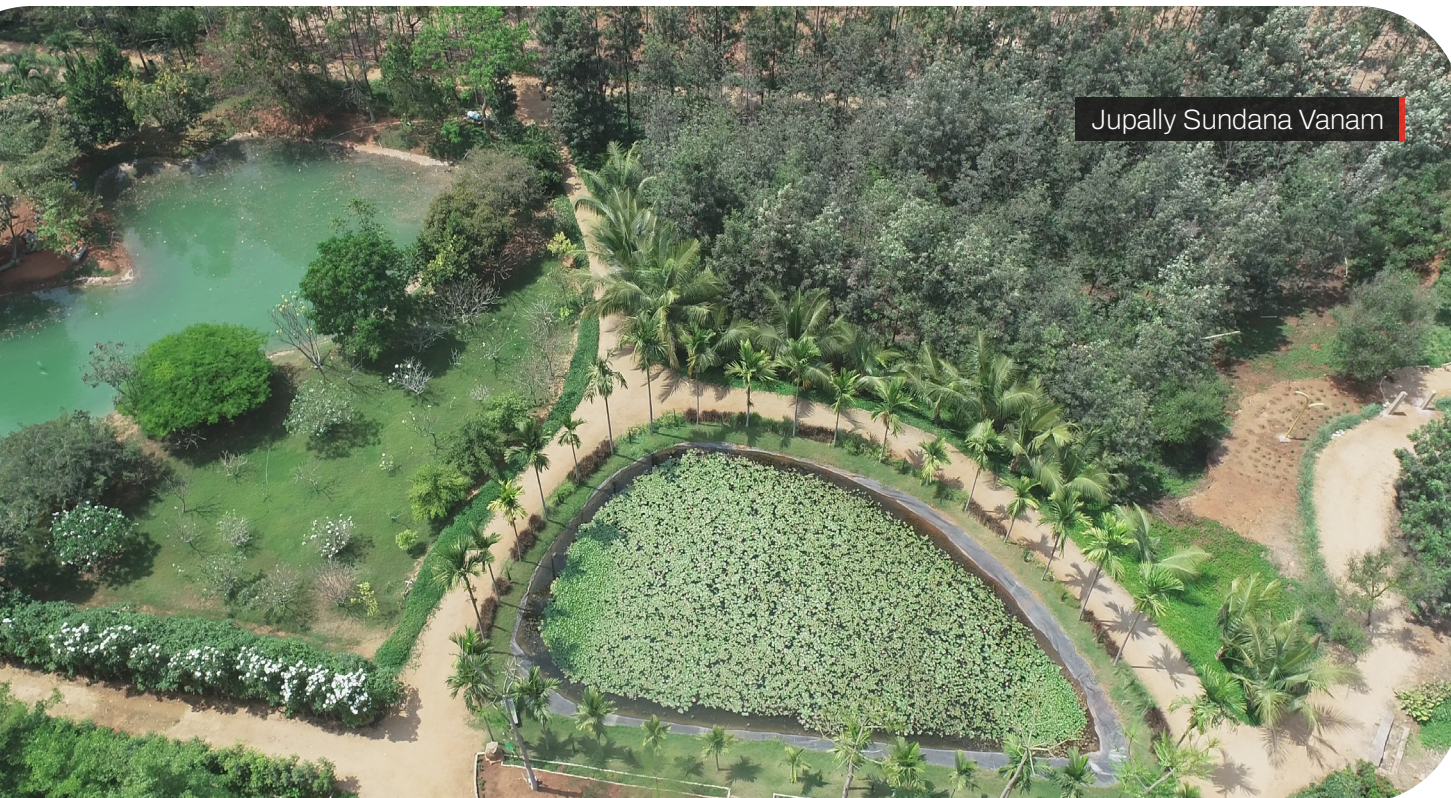
of total landscape, with ≥40% comprising native/ adaptive species to reduce water use and enhance biodiversity.

Precision Irrigation: Drip and sprinkler systems were deployed to deliver water directly to root zones, minimizing waste and improving plant health.

Wastewater Management: Treated 100% of wastewater, with ≥50% reused for landscaping and flushing.

Water Monitoring: Smart systems enabled unit-level tracking of water consumption, promoting awareness and efficiency. All landscaping needs were met using treated wastewater.

Zero Groundwater Consumption: Achieved at The Skyview and My Home Twitza.



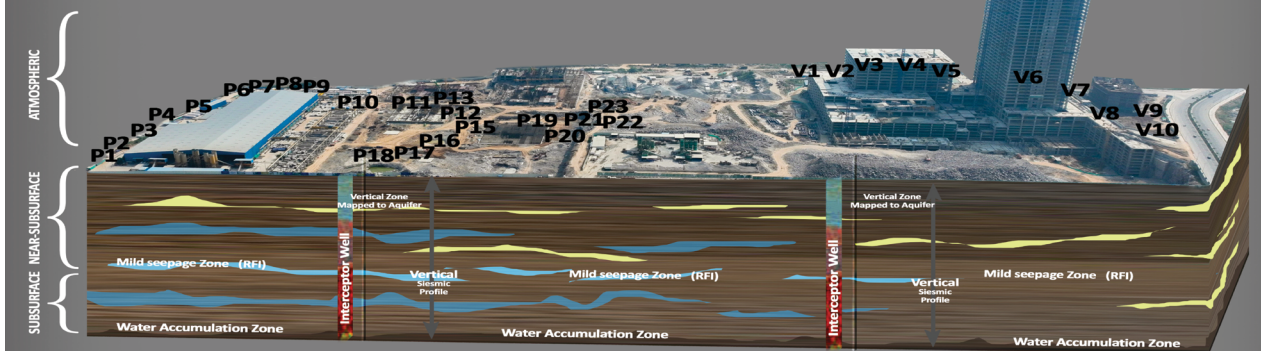
Jupally Sundana Vanam

Turning Risk into Resilience: Tech-Driven Aquifer Management



At Grava Business Park, we addressed persistent water seepage through an AI-led aquifer recharge solution using subsurface mapping, hydro-geological modelling, and eco-engineered filters. Over 60 days, recharge zones were optimised, CO₂ emissions from pumping reduced, and project costs significantly lowered. Satellite data integration enabled targeted impact, resulting in an increase in groundwater recharge and better cost savings—positioning the initiative as a model for climate-resilient real estate.

Aquifer recharge model at Grava Business Park



Jupally Sundana Vanam

Biodiversity in Every Blueprint

My Home Constructions has consistently prioritized biodiversity conservation as a key component of our environmental strategy. Building on the initiatives from FY 2023–24, we continued our efforts in FY 2024–25 to restore ecosystems and safeguard native species.

Our efforts improved green cover, soil quality, and local biodiversity. Many of the species planted are listed on the International Union for Conservation of Nature (IUCN) Red List, which identifies plants at risk of extinction—making their conservation critical to protecting global biodiversity.

This year, we worked to conserve 88 plant species, including those classified as Critically Endangered (CR), Endangered (EN), Vulnerable (VU), and Least Concern (LC) on the IUCN Red List, which identifies species at risk of extinction. This included

the ongoing planting and nurturing of species such as *Syzygium travancoricum*, *Aquilaria malaccensis*, and *Vatica chinensis*, which were first introduced in our biodiversity program last year.

Additionally, we have sustained our support for the protection of indigenous cattle, acknowledging their ecological and cultural importance. These initiatives are complemented by awareness campaigns aimed at employees, stakeholders, and local communities, underscoring our dedication to conservation education.

Our biodiversity strategy led to improvements in green cover, soil health, and community engagement. By expanding our plantation drive in FY 2024–25 to include more native and endangered species, we contributed to strengthening ecosystem resilience.



Rare Tree Species Planted during FY 2024–25

Botanical Name of the Species	Common Name	IUCN Conservation Status	Ecological Significance
<i>Aquilaria malaccensis</i>	Agarwood Tree	CR	Known for its medicinal and aromatic properties.
<i>Vatica chinensis</i>	Vatica Tree	CR	Tall tree (up to 25 m) that provides shelter and nesting sites for birds.
<i>Podocarpus gracillior</i>	Common Yellowwood	LC	Has medicinal uses and serves as hedges or windbreaks.
<i>Syzygium occidentale</i>	Western Ghats Jamun	EN	Improves soil health, supports carbon capture, and stabilizes ecosystems.
<i>Syzygium travancoricum</i>	Travancore Syzygium	CR	Known to improve soil health, carbon sequestration and stabilize local ecosystem.
<i>Calophyllum apetalum</i>	Wild Calophyllum	VU	Native tree valued for timber and ecological benefits.

Through this initiative, we reinforced our contribution to UN SDG Goal 15 – Life on Land, continuing our commitment to protect natural heritage and ensure a greener legacy for future generations.



Sustainable Sourcing

In FY 2024–25, My Home Constructions strengthened its commitment to sustainable sourcing by integrating responsible procurement practices across all projects. We recognized that the environmental impact of a building starts with the materials we choose.

We followed the ISO 20400:2017 Sustainable Procurement Guidelines, which helped us make informed decisions by considering environmental, social, and economic factors. This approach improved transparency, accountability, and environmental outcomes.

We also aligned with the Living Building Challenge (LBC), a global green building standard. As part of this, we avoided materials and chemicals listed on the LBC Red List—substances known to harm

people and the planet. This helped us make safer, more sustainable choices.

These practices, first introduced in FY 2023–24, were consistently applied and improved in FY 2024–25, reinforcing our long-term commitment to responsible construction.

Choosing Better Materials

Throughout the year, we prioritized low-impact, non-toxic materials. We sourced Red List-free products and selected recycled or responsibly manufactured alternatives wherever possible.

We also used materials with globally recognized environmental certifications, including:



Environmental Product Declarations (EPD) – providing transparency on lifecycle environmental impact.



Green Pro – an eco-label from the Indian Green Building Council (IGBC).



Bureau of Energy Efficiency (BEE) Star Ratings - promoting energy-efficient equipment.

About 25% of our material costs went toward certified eco-labeled products. We also sourced most materials locally—within a 400 km radius—to reduce transportation emissions and support local economies.

Using certified materials across design, construction, and operations remained a key priority for all ongoing and future projects. This approach supported our environmental goals and improved the long-term sustainability of our developments.

Environmental Impact of Our Choices

Our procurement decisions delivered measurable environmental benefits across our construction projects. By choosing sustainable materials and services, we reduced our carbon footprint and promoted resource-efficient development.

Red Listed materials at My Home Constructions



Toxic Chemicals – Includes carcinogens, mutagens, reproductive toxins



High-VOC Emitting Substances – Harm indoor air quality and respiratory health



Phthalates & Formaldehyde – Common in plastics and adhesives, linked to health issues



High Global Warming Potential (GWP) Refrigerants – Replaced with low-GWP alternatives

Hyma Developers – Greener Materials, Lower Impact



In FY 2024–25, Hyma Developers adopted sustainable procurement practices based on ISO 20400:2017—an international guideline that helps companies make environmentally and socially responsible purchasing decisions. We used certified materials such as low-carbon cement (which emits less CO₂ during production), recycled steel, and VOC-free products (which don't release harmful indoor air pollutants). At our development project Grava Business Park T10, switching to greener materials helped reduce embodied carbon—the total emissions from producing and transporting building materials. At My Home, across all residential and commercial development projects, 30-40% of the materials used were green-certified, leading to a 15–20% drop in embodied carbon. These efforts supported our progress toward IGBC certification and Net Zero readiness, where buildings are designed to eventually generate as much energy as they consume.

Environmental Benefits Embedded in Construction:

These sourcing choices delivered measurable environmental benefits across our construction portfolio, including:



➤ **Water conservation** through low-flow fixtures, landscape irrigation via drip systems, and in-situ greywater treatment for reuse in flushing and gardening



➤ **Reduced urban heat island effect** through cool roofs and shaded, low-SRI treated non-roof areas



➤ **Lower greenhouse gas emissions** using solar PV to meet **25% of common lighting energy needs**



➤ **Reduced use of virgin resources** via integration of GGBS, M-sand, and other alternative materials exceeding 5% of total construction cost



➤ **Better waste circularity**, with 100% of wastewater treated on-site and at least 50% reused, along with organic waste composting solutions for post-occupancy management

Our procurement strategy was anchored in green building principles, guiding how we source materials and services to achieve tangible environmental outcomes across our value chain. This approach reinforced our commitment to low-impact construction and resource-efficient development.



Innovation that Builds Responsibly



At My Home Constructions, we advanced our sustainability efforts by integrating innovative materials and construction technologies. A key achievement was a 33% reduction in total concrete volume, driven by the adoption of Ultra-High-Performance Concrete (UHPC), which offers greater strength with less material. We also increased the reuse of shuttering molds from 10 to 100 cycles and reduced the weight of planter boxes from 20 tons to 8 tons—contributing to material efficiency and waste reduction. Additional measures included the use of GreenPro-certified products and robotic wall construction for enhanced precision and minimal waste. Together, these actions supported our transition toward low-carbon and circular construction practices.

Rethinking Waste

In FY 2024–25, we embraced waste management as a fundamental pillar of our ESG strategy, driven by the principles of a circular economy and strict adherence to regulatory standards. Our proactive approach prioritized minimizing waste generation, maximizing opportunities for reuse and recycling, and significantly reducing contributions to landfills across all operational and development projects.

We implemented a variety of innovative strategies to manage waste effectively, including the use of advanced precast unit production, rigorous waste segregation practices, and leveraging Building Information Modeling (BIM) to minimize prefabrication waste. By focusing intently on material reuse and recycling, we significantly reduced our environmental impact while integrating responsible waste management practices into every aspect of our design, construction, and daily operations.



Crusher in a construction site

Crusher at Precast unit



Circular Practices across our portfolio

Waste management was integrated into day-to-day operations at The Skyview and My Home Twitza, setting new benchmarks in commercial real estate.

The Skyview earned the TRUE Zero Waste Gold Certification from GBCI, recognizing its success in diverting solid, non-hazardous waste from landfills through systematic segregation, employee engagement, and a robust reduce–reuse–recycle program.



My Home Twitza pursued IGBC Net Zero Waste Certification, having already demonstrated near-total waste diversion through partnerships with verified recycling and material recovery services.



In FY 2024–25, 99% of operational waste generated across our commercial projects was diverted from landfills and directed to verified recycling and recovery partners.

Waste categories in Operational Portfolio (The Skyview, My Home Twitza)	Unit of Measurement	Waste Generated
Food	Tonnes	444
Paper & Cardboard	Tonnes	318
Plastic	Tonnes	31
Glass	Tonnes	7
Wood	Tonnes	3
Metal	Tonnes	1

Development Portfolio

We implemented a comprehensive Construction and Demolition (C&D) Waste Management Program across development sites, including Grava Business

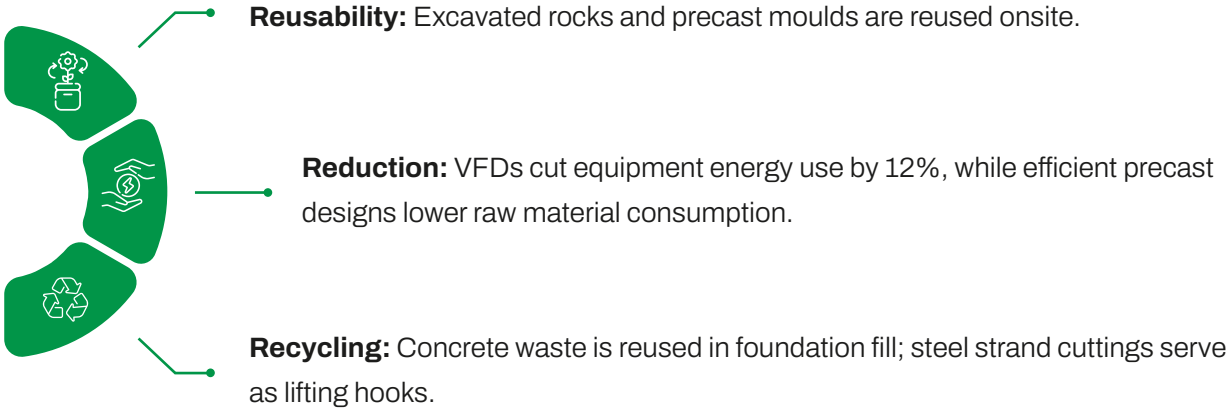
Park Phase 1A and the Hyma Precast Unit. This initiative aligned with the MoEFCC's C&D Waste Rules (2016) and reflected our commitment to sustainable construction.

Debris was collected, segregated, and transported to Pollution Control Board (PCB)-certified vendors, who processed it into secondary resources such as recycled aggregates, bricks, and treated water.

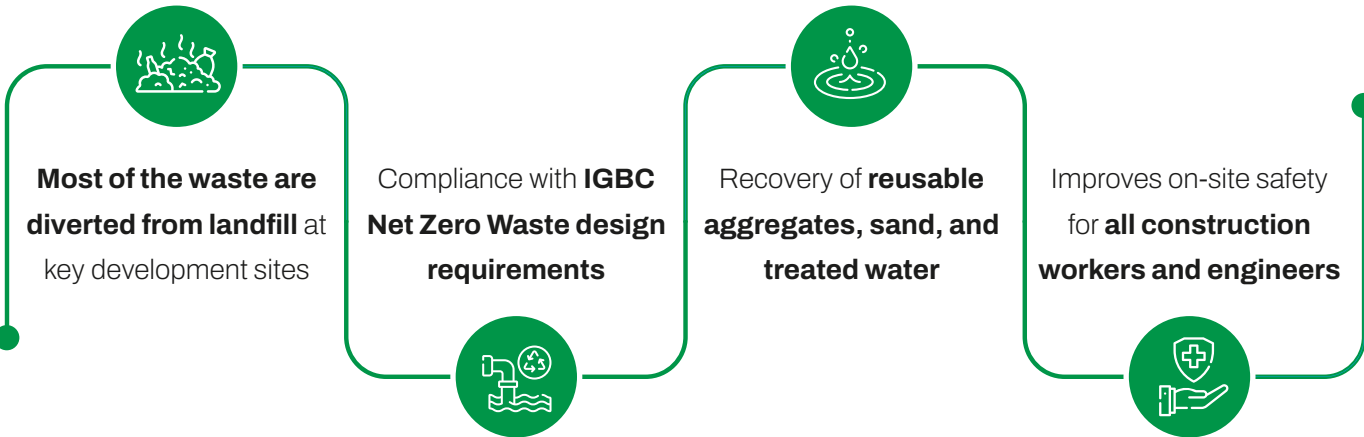


Over 1,700 MT of C&D waste was recycled, and more than 4,600 MT of metal scrap was resold to third-party vendors.

Material innovation and waste-minimizing design practices were also integrated into development operations:



Key outcomes include



Sustainable C&D Waste Management at Grava Business Park and the Hyma



Precast Unit

Hyma Developers Pvt. Ltd. launched a targeted Construction and Demolition (C&D) Waste Management Program in November 2024 at Grava Business Park Phase 1A and the Hyma Precast Unit. The initiative aligned with the C&D Waste Management Rules, 2016 and supported the company's goal of achieving IGBC Net Zero Waste certification. These sites were selected for their high construction intensity and waste generation potential.

To execute the program, Hyma partnered with an authorized vendor through which waste was segregated at source through designated collection points and onsite training. The partner handled collection, transportation, and advanced processing, including segregation, washing, and contaminant removal. Recovered materials included treated water, reusable sand, and aggregates.



The initiative ensured zero landfill, prevented illegal dumping and reduced dust pollution. It also strengthened compliance with IGBC certification standards and promoted circular construction practices. Stakeholders involved included Hyma's project and sustainability teams, Greater Hyderabad Municipal Corporation (GHMC) and Telangana State Pollution Control Board (TSPCB) authorities, and the waste management partner.

Challenges included initial resistance to segregation, logistics coordination for timely pickups, and adapting to documentation requirements. Continuous training and early vendor engagement were key learnings that contributed to the program's success. This initiative demonstrates Hyma's leadership in sustainable construction and sets a benchmark for future projects. It contributes meaningfully to ESG goals, IGBC standards, and national sustainability objectives.



We now have a structured approach to waste management. It's not just about compliance but about creating a responsible construction culture.



Mr. Venugopala Rao Srirangam
AVP - Projects & Sustainability



Building Planet-Friendly Homes (Green Building and Tech)

My Home Constructions remained committed to pioneering green building practices that significantly reduce environmental impact, enhance energy efficiency, and promote sustainable urban development. Our projects seamlessly incorporated renewable energy systems, advanced insulation, smart technologies, and sustainable materials to minimize emissions and optimize resource consumption.

We placed a strong emphasis on achieving green certifications for our commercial, residential, and industrial properties, ensuring alignment with both global and national sustainability benchmarks. Our developments showcased the integration of solar panels, efficient waste and water management systems, and eco-friendly construction materials—addressing current urban demands while fostering long-term environmental sustainability.



Green Building Certifications:

Commercial Portfolio

Green Building Certifications	Assets	Asset Type	Built-up Area (sq.ft)
LEED BD+C – Platinum Pre-certified	Grava Business Park	Development	4,175,644
LEED O+M – Platinum Certified & WELL HSR	My Home Twitza	Operational	933,488
LEED O+M – Platinum & Gold Certified, WELL Health & Safety Rating	The Skyview	Operational	3,164,404
Total			8,273,535

Manufacturing Unit

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

Residential Portfolio

Green Building Certifications	Assets	Asset Type	Built-up Area (sq.ft)
IGBC Green Homes V3 – Platinum Pre-certified	My Home 99	Development	910,473
IGBC Green Homes V3 – Platinum Pre-certified	My Home Nishada	Development	5,450,236
IGBC Green Homes V3 – Gold Pre-certified	My Home Sayuk	Development	6,716,921
IGBC Green Homes V3 – Gold Pre-certified	My Home Avali	Development	2,412,267
IGBC Green Homes V3 – Gold Pre-certified	Hy Home Apas	Development	4,152,830
IGBC Green Homes V3 (Ongoing)	Grava Residencies	Development	6,640,251
IGBC Green Homes V3 (Ongoing)	My Home Akrida	Development	6,718,751
IGBC Green Homes V3 (Ongoing)	My Home Raka	Development	701,915
Total			33,703,644

Ensuring Compliance with Building Regulations

All our developments strictly adhered to statutory regulations and local building by-laws, underscoring our commitment to upholding legal, safety, and environmental standards.

Effective Soil Erosion and Sedimentation Control Measures

To safeguard local ecosystems and preserve the integrity of our construction sites, we piloted a comprehensive set of Erosion and Sedimentation Control (ESC) strategies at one of our development projects, in alignment with best management practices outlined in the National Building Code (NBC) of India. During the pre-construction and construction phases, these measures included site barricading, sedimentation basins, wheel washing stations, dust suppression techniques, proper material storage, and topsoil preservation. Post-occupancy strategies would involve rainwater harvesting systems and landscaping interventions to manage runoff and prevent sediment from entering nearby waterways.

Commitment to Preserving Natural Landforms

This year, at the My Home Grava Residencies development project, we prioritized preserving natural landforms by designing the open areas—excluding the built-up spaces—to include native and adaptive vegetation. In line with IGBC Green

Home requirements, the landscape design avoided excessive turf, included a variety of locally suited plants, and incorporated drought-tolerant species to support ecological balance. We also used green roofs and vertical greenery to further enhance natural cover. This approach helped us minimize disruption to the site’s natural features while promoting long-term environmental resilience. Based on its success, we plan to implement a similar approach across our upcoming projects to further our commitment to sustainable development.

Mitigating Heat-Islands

To mitigate heat island effects, we implemented a pilot initiative at My Home Grava Residencies, aligned with IGBC Green Homes guidelines, showcasing the potential of green building strategies at scale:

- Non-Roof Surfaces:** 82% of all non-roof impervious areas were treated using a mix of tree shading, grass pavers, and Solar Reflective Index (SRI) materials, which helped reduce surface heat and enhance occupant comfort.
- Roof Surfaces:** 100% of the exposed roof areas were coated with high-SRI paints, and complemented by green cover elements such as roof gardens and shaded landscaping

This initiative served as a pilot to validate heat island mitigation approaches, and we have since planned to mainstream these solutions across all future developments in our Portfolio.

Building a Greener Future Through Inspired Training



My Home Constructions strengthened its green building capabilities through targeted training programs developed in partnership with IGBC. These sessions delved into essential topics such as sustainable procurement, life cycle assessment, waste management, Net Zero strategies, and energy conservation.

In FY 2024–25, we dedicated over 1,000 hours to specialized sustainability training, empowering our employees with practical skills to effectively implement green construction practices. These efforts strengthened our dedication to cultivating a workforce that is both future-ready and environmentally responsible, laying the foundation for a sustainable tomorrow.



IGBC collaborated training programs

Sustainable Resource Management

We continued to reduce our dependence on municipal and bore water through the implementation of rainwater harvesting systems and the installation of low-flow fixtures. Additionally, we enhanced energy efficiency through smart building designs, effective insulation, and energy-efficient appliances, all of which contributed to lowering the environmental impact of our portfolio.

Advocating for Recurrence

We actively encouraged waste segregation and the adoption of circular practices across our projects:

- The Skyview successfully achieved TRUE Zero Waste Certification from GBCI.
- My Home Twitza is currently in the process of obtaining the IGBC Net Zero Waste certification.
- Our commercial operational projects managed to process 95% of organic waste into manure, which was utilized on-site.

From Awareness to Action: Green Building Week



In 2024, My Home Constructions continued its annual tradition of celebrating World Green Building Week by organizing guided green tours and sustainability sessions. The event aimed to promote hands-on learning and raise awareness about Environmental, Social, and Governance (ESG) principles. More than 150 employees participated in these sessions, which focused on Net Zero strategies, compliance with Indian Green Building Council (IGBC) standards, and best practices in green construction. These activities enhanced technical knowledge, encouraged the adoption of sustainable practices, and reinforced the company's commitment to ESG engagement every year.



LEED certification session & Visit to Kanha Shanthi Vanam

Grava Residencies





Better Living. Better Care for the People



In FY 2024–25, My Home Constructions advanced its social responsibility agenda by prioritizing the well-being, safety, and empowerment of individuals across its operations. This approach was aligned with the Global Reporting Initiative (GRI Standards)

and the UN Sustainable Development Goals (SDGs), focusing on occupational health and safety, human capital development, and inclusive community engagement. These efforts reflected our commitment to sustainable and equitable growth.

Health and Well-being: Beyond Safety Gear

At My Home Constructions, safety was more than a protocol—it was a fundamental commitment to protect, prevent, and lead by example. We believed that a safe workplace was the result of unwavering vigilance, daily discipline, and proactive leadership across all sites and teams. We operated with the conviction that every injury was preventable and that every individual—whether an employee, contractor, or visitor—deserved a safe and healthy environment.

Our commitment extended beyond compliance. We maintained robust systems of work, ensured the proper handling of equipment and materials, and fostered conditions that supported both physical and mental well-being. These efforts were reinforced through structured training programs, diligent supervision, and regular reviews to ensure our safety measures remained effective and relevant.

Fostering a Culture of Safety

Our safety culture was rooted in the belief that “Safety is everyone’s responsibility.” By empowering those managing daily operations, we ensured that safety was actively championed at every level. Line managers played a pivotal role in identifying hazards, enforcing protocols, and taking proactive steps to prevent incidents. This hands-on approach transformed policy into practice, creating a workplace where safety was a shared value embraced by all.

Director–Projects with Grava project team on site



Safety training for employees and site workers

Cultivating a Secure Workplace

Safety was a collective duty at My Home Constructions. Employees were encouraged to adhere to established protocols, operate equipment safely, and utilize suitable protective gear. We promoted open communication regarding potential hazards and bolstered this with daily toolbox talks, safety briefings, and structured feedback mechanisms. These practices nurtured a culture of vigilance, ensuring that safety concerns were promptly identified and addressed.

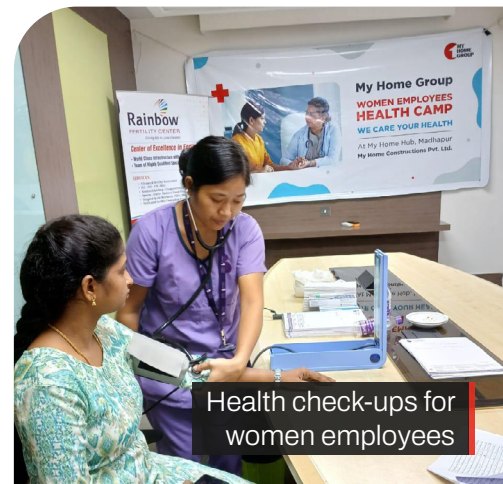
Comprehensive Health and Well-being

At My Home Constructions, our approach to occupational health transcended mere injury prevention, focusing on comprehensive well-being. We offered health insurance, routine medical examinations, ergonomic assistance, and stress management workshops to support our employees' overall health. Ensuring access to clean drinking water, adequate sanitation facilities, comfortable rest areas, and a well-organized return-to-work program underscored our dedication to creating a humane and supportive work environment.

Inclusion in Action: Preventive Healthcare for Women Employees



Building on our cherished tradition, My Home Constructions once again partnered with renowned hospitals to offer annual preventive health check-ups tailored for our women employees. These events provided personalized and confidential consultations, thoughtfully designed to overcome challenges such as time constraints through meticulous internal scheduling. Through this initiative, we aimed to inspire health empowerment and reaffirm our dedication to inclusivity, laying a strong foundation for expansive wellness programs in the future.



Health check-ups for women employees

Systems That Prevent, People Who Protect

Our Safety Management System (SMS) empowered us to proactively manage risks throughout our operations. Each task commenced with a tailored risk assessment, following the hierarchy of controls—from eliminating hazards to utilizing personal protective equipment (PPE). Our focus was on anticipating risks, rather than merely reacting to them. Managers and site teams worked collaboratively to identify patterns, highlight emerging hazards, and consistently update our Standard Operating Procedures (SOPs).

Extending Safety Across the Value Chain

We required all contractors and vendors to adhere to the same rigorous safety standards as our internal teams. By implementing structured inductions, establishing clear contractual obligations, and

providing on-site supervision, we ensured that our Occupational Health and Safety (OHS) principles were consistently applied throughout our value chain. At My Home Constructions, safety was viewed as a collective, system-driven responsibility, rooted in accountability and prevention. Events like National Safety Week served to reinforce our dedication to a safety-first culture, safeguarding individuals, enhancing operational reliability, and fostering long-term trust.

This year at My Home Constructions, well-being was integral to how we built, operated, and cared for our people. By embedding safety into everyday actions, extending health initiatives beyond compliance, and holding our entire value chain to high standards, we created a workplace where individuals felt protected, empowered, and supported. These efforts laid a strong foundation for long-term resilience and reflected our belief that better living begins with better care.

National safety week celebrations



Human Capital Management: Cultivating Our Most Valuable Resource

At My Home Constructions, our people remained at the heart of our achievements. Our Human Capital Management (HCM) strategy was built on structured processes, strategic investments in continuous learning, and an unwavering commitment to employee well-being.

Advancing Diversity, Equity and Inclusion (DEI)

Our commitment to DEI shaped our hiring practices, workplace culture, and leadership development. Through robust DEI and POSH frameworks, we cultivated an environment defined by safety, respect, and equal opportunity. Over the past two years, we marked a 48% increase in the hiring of women, strengthened inclusion through mentorship programs, promoted internal talent, and upheld our pledge to equal pay—ensuring no gender pay gap.

Inspiring Talent Acquisition and Retention

We focused on attracting exceptional talent, nurturing their growth, and retaining them through transparent, merit-based practices. In FY 2024–25, we welcomed 691 new team members and maintained a turnover rate of 26%. Our inclusive recruitment approach reflected the diverse communities we serve, reinforcing our commitment to long-term excellence.

Hyma Developers Pvt. Ltd. and Tellapur Technocity Pvt. Ltd. were recognized as Great Place to Work, receiving 86% and 87% positive feedback,

respectively affirming our dedication to a respectful and empowering workplace.

We extended comprehensive benefits to full-time employees, including life insurance, healthcare coverage, and structured retirement plans. New mothers received six months of maternity leave. Our benefits ecosystem was thoughtfully designed to support employees at every life stage, reflecting our belief in dignity, protection, and respect for all.

Empowering Through Comprehensive Training

Training remained the foundation of our HCM strategy. Every employee was equipped with the necessary skills before taking on responsibilities. Site-specific inductions and role-based instruction were standard, complemented by refresher courses and mock drills to uphold safety standards.

Supervisors and line managers underwent specialized training in hazard identification, leadership, and corrective action. In FY 2024–25, we dedicated 19,250 hours to training that enhanced technical expertise, leadership acumen, and behavioural competencies.



Our key initiatives this year include:



Dedicated Training Centre

In alignment with our chairman's vision for continuous learning, we established a training centre where employees participated in a structured three-day program focused on technical and personal development.



JNAN Portal Launch

We introduced the JNAN Portal to streamline training management. In FY 2024–25, 170 sessions were conducted, reaching over 3,915 employees, with 90% of our workforce engaging annually.



E-Library Setup

A digital E-Library was launched to provide on-demand access to training resources, enabling self-paced and continuous learning.



Building Green Know-How: IGBC AP Training for Employees

We advanced sustainable building practices forward with a dynamic training program that covered essential topics such as sustainable procurement, life cycle assessment, waste management, Net Zero strategies, and energy conservation. Over the past year, we committed more than 1,000 hours to specialized sustainability training, empowering our workforce to embrace and execute impactful green building solutions.



IGBC AP training for employees



Upholding Human Rights and Workplace Dignity

At My Home Constructions, we were committed to safeguarding fundamental human rights throughout our operations and value chain, as guided by our ESG and Human Rights Policies. Our core initiatives included:

Supplier and Vendor Screening: We conducted thorough evaluations of major suppliers and vendors to ensure compliance with labour rights, safety standards, and ethical practices.



Comprehensive Site Inductions: Our site inductions included detailed briefings on rights awareness, grievance redressal mechanisms, and Environmental, Health, and Safety (EHS) protocols, fostering an informed and respectful workplace environment.



Zero Tolerance for Violations: We proudly reported zero incidents of child labour, bonded labour, or human rights violations, reflecting our unwavering commitment to ethical conduct.



In FY 2024–25, My Home Constructions continued to strengthen its people-first approach through inclusive hiring, structured training, and a focus on workplace dignity and sustainability. These efforts helped build a capable and committed workforce, aligned with our long-term goals. As we move forward, we remain focused on developing talent, maintaining ethical standards, and equipping our teams to meet future challenges with confidence.



Human rights and workplace dignity training

Thriving Communities

At My Home Constructions, community development was an integral part of our operations. Our approach was grounded in the principles of dignity, equity, safety, and collaboration—values that shaped our business practices, employee engagement, customer interactions, and neighbourhood development initiatives. We aimed to create environments where every stakeholder felt valued and supported.

Strengthening Local Communities

Guided by our ESG and CSR policies, we invested in education, skill-building, and climate resilience to

generate measurable social impact. For instance, we achieved a 14% increase in student retention and improved STEM learning outcomes at the schools we supported. Our site inductions played a key role in community engagement. These sessions included rights awareness, grievance redressal mechanisms, and Environmental, Health, and Safety (EHS) briefings. By ensuring that all participants were well-informed and protected, we fostered a culture of mutual respect and informed participation—laying the foundation for stronger, more resilient communities.

Breaking Barriers: Sign Language Learning for Deaf Children



In partnership with the Gopalakrishnan Foundation for the Deaf (Yunikee), we supported inclusive education by producing over 350 sign language videos and training over 500 teachers and 1,000 parents. The initiative reached 4,000+ children across Hyderabad and Patna, improving learning outcomes and parent-child communication. It demonstrated scalable impact and strengthened access to bilingual education.



Sign language learning for deaf children

Customer Safety and Centricity

Customer well-being remained central to our design, development, and post-handover processes. We implemented WELL HSR standards at The Skyview and My Home Twitza, and enabled 24x7 helpdesks and QR-code-based service apps that resolved most issues within 15 minutes.

We maintained robust post-occupancy support across both residential and commercial properties. Residential projects featured dedicated helpdesks and feedback channels to monitor health and well-being. In commercial spaces, structured systems were in place to route and resolve concerns, with

final closure overseen by facility managers. All processes aligned with our ESG policy for complaint registration, resolution, and tracking.

Creating Shared Value

We recognized that our success was closely tied to the well-being of the people and communities around us. Through focused efforts on human rights, DEI, health and safety, customer responsiveness, and inclusive development, we built environments where people could live, work, and thrive with dignity. Our policies and partnerships were designed not only to mitigate social risks but also to create long-term value for all stakeholders.

“

Every construction presents an opportunity to create positive change; delivering spaces that not only meet but exceed expectations, fostering healthier communities, resilient infrastructure, and a sustainable future. We are proud to build a legacy that reflects our purpose: Make Living Better



Mr. Ramu Rao Jupally
Executive Vice Chairman

”

In FY 2024–25, we approached community development with a clear understanding of our responsibility to contribute meaningfully to the lives of those around us. We recognized that thriving communities are built not only through infrastructure but through sustained engagement, thoughtful partnerships, and a shared sense of purpose.

Way Forward

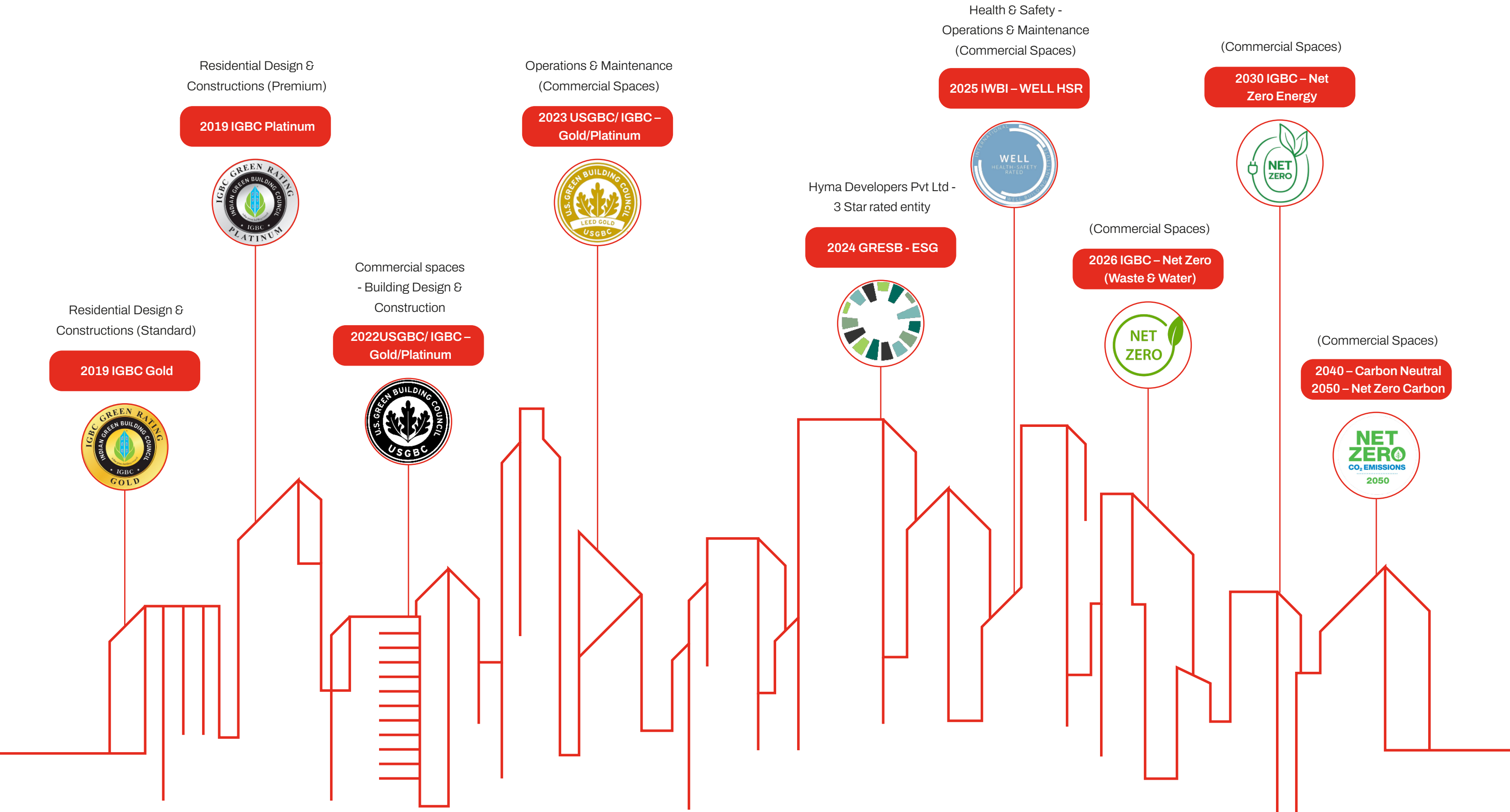
As we conclude the second edition of our ESG Report, My Home Constructions reaffirms its commitment to responsible growth and sustainability leadership. Over the past year, we advanced climate-resilient design, improved water and energy efficiency, and strengthened people practices in line with evolving investor, regulatory, and community expectations.

Key milestones—such as expanding our green construction footprint and increasing women's

participation in the workforce—demonstrate our focus on building a resilient, future-ready business.

Looking ahead, we remain committed to delivering spaces that integrate innovation, quality, and environmental responsibility. We thank our stakeholders for their continued trust and partnership as we work to shape Hyderabad's skyline sustainably and create long-term value for customers, investors, and communities.





Annexure

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LIST FOR ABBREVIATED TERMS

Abbreviation	Expanded Term
AP	Accredited Professional
AVP	Associate Vice President
BD+C	Building Design and Construction
BEE	Bureau of Energy Efficiency
BIM	Building Information Modelling
BMS	Building Management System
C&D	Construction and Demolition
CDE	Common Data Environment
CFO	Chief Financial Officer
CIDC	Construction Industry Development Council
CII	Confederation of Indian Industry
CR	Critically Endangered
CRA	Climate Risk Assessment
CREDAI	Confederation of Real Estate Developers' Associations of India
CSR	Corporate Social Responsibility
DEI	Diversity, Equity, and Inclusion
EHS	Environment, Health and Safety
EN	Endangered
EPD	Environmental Product Declaration
ESG	Environmental, Social, and Governance
FY	Financial Year
GBCI	Green Business Certification Inc.
GGBS	Ground Granulated Blast Furnace Slag
GHG	Greenhouse Gas

Abbreviation	Expanded Term
GHMC	Greater Hyderabad Municipal Corporation
GIS	Geographic Information System
GRESB	Global Real Estate Sustainability Benchmark
GRI	Global Reporting Initiative
GSS	Global Safety Summit
GWP	Global Warming Potential
HCFC	Hydrochlorofluorocarbon
HCM	Human Capital Management
HR	Human Resources
HSE	Health, Safety and Environment
HSR	Health-Safety Rating
HVAC	Heating, Ventilation, and Air Conditioning
IGBC	Indian Green Building Council
IMS	Integrated Management System
IPCC	Intergovernmental Panel on Climate Change
IT	Information Technology
IUCN	International Union for Conservation of Nature
IoT	Internet of Things
JNAN	Internal Knowledge Portal
KLD	Kilo Litres per Day
KPI	Key Performance Indicator
KWp	Kilowatt Peak
LBC	Living Building Challenge

Abbreviation	Expanded Term
LC	Least Concern
LCA	Life Cycle Assessment
LEED	Leadership in Energy and Environmental Design
LPG	Liquefied Petroleum Gas
MEP	Mechanical, Electrical, and Plumbing
MHCPL	My Home Constructions Pvt. Ltd.
MW	Megawatt
MWp	Megawatt Peak
MoEFCC	Ministry of Environment, Forest and Climate Change
NBC	National Building Code
NGFS	Network for Greening the Financial System
O+M	Operations and Maintenance
OHS	Occupational Health and Safety
PCB	Pollution Control Board
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PV	Photovoltaic
Pvt.	Private
QR	Quick Response
SDG	Sustainable Development Goal
SMS	Safety Management System
SOP	Standard Operating Procedures
STP	Sewage Treatment Plant

Abbreviation	Expanded Term
SRI	Solar Reflective Index
STEM	Science, Technology, Engineering, and Mathematics
TCFD	Task Force on Climate-related Financial Disclosures
TFMC	Telangana Facilities Management Council
TJ	Terajoules
TREDA	Telangana Real Estate Developers' Association
TRUE	Total Resource Use and Efficiency
TSPCB	Telangana State Pollution Control Board
UHPC	Ultra-High-Performance Concrete
UK	United Kingdom
UN SDGs	United Nations Sustainable Development Goals
VFD	Variable Frequency Drive
VOC	Volatile Organic Compounds
UK	United Kingdom
UHPC	Ultra-High-Performance Concrete
VRF	Variable Refrigerant Flow
VRV	Variable Refrigerant Volume
VFD	Variable Frequency Drive
VU	Vulnerable
VOC	Volatile Organic Compounds
WELL	WELL Building Standard

REACH US AT

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