

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S No.	Particulars	Disclosure
1	Corporate Identity Number (CIN) of the Listed Entity	Nexus Select Trust (" Nexus Select ") is a Real Estate Investment Trust (REIT) and hence CIN is not applicable. The ISIN of the Entity is INEONDH25011.
2	Name of the Listed Entity	Nexus Select Trust
3	Year of incorporation	2022
4	Registered office address	Embassy 247, Unit No. 501, B Wing, Lal Bahadur Shastri Marg, Vikhroli West, Mumbai 400 083, Maharashtra, India
5	Corporate address	Embassy 247, Unit No. 501, B Wing, Lal Bahadur Shastri Marg, Vikhroli West, Mumbai 400 083, Maharashtra, India
6	E-mail	compliance@nexusselecttrust.com
7	Telephone	22 6280 5000
8	Website	https://www.nexusselecttrust.com/
9	Financial year for which reporting is being done	FY 2024-25
10	Name of the Stock Exchange(s) where shares are listed	Nexus Select Trust's Units are listed on The BSE Limited (BSE) and The National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Being a Trust, the entity has its units listed on the stock exchanges. The total unit capital is ₹150,950.21 Million as on March 31, 2025
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vijay Kumar Gupta General Counsel, Company Secretary and Compliance Officer Email: compliance@nexusselecttrust.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated The Business Responsibility and Sustainability Report (BRSR) is in conformance with The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations. The Reporting Boundary for BRSR includes details of 17 malls*, 3 offices and 2 hotels under Nexus Select's ownership and management which accounts for more than 90% of Nexus Select's turnover. *As of Mar'25, Nexus Select Trust has 18 malls, however data is available for 17 malls (excluding Nexus Vega City acquired in Feb'25) only .
14	Name of assessment or assurance provider	Assurance provider is The British Standards Institution
16	Type of assessment or assurance obtained	Moderate Assurance

List of Assets for FY 2024-25

S No.	Name of Asset	Location
1	Nexus Ahmedabad One	Ahmedabad
2	Nexus Amritsar	Amritsar
3	Nexus Westend	Pune
4	Nexus Seawoods	Navi Mumbai
5	Nexus Elante	Chandigarh
6	Treasure Island	Indore
7	Nexus Indore Central	Indore
8	Nexus Esplanade	Bhubaneswar
9	Nexus Hyderabad	Hyderabad
10	Nexus Shantiniketan	Bengaluru
11	Nexus Celebration	Udaipur
12	Nexus Koramangala	Bengaluru
13	Fiza by Nexus	Mangalore
14	Nexus Centre City	Mysuru
15	Nexus Whitefield	Bengaluru
16	Select CityWalk, Delhi	Delhi
17	Nexus Vijaya Complex	Chennai
18	Oakwood Residency	Bengaluru
19	Hotel Hyatt	Chandigarh
20	Westend Icon Office	Pune
21	Elante Office	Chandigarh
22	Vijaya Office	Chennai

Note - The reporting boundary has 17 assets (malls) in FY24 and has 22 assets (17 malls, 3 offices and 2 hotels). Also, Nexus Vega City, Bangalore was acquired in February, 2025 and shall be included in reporting boundary from FY26

II. Products/services

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

S No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Renting and Maintenance	Renting and maintenance of immovable properties i.e., retail, hospitality and office spaces	~98%

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

S No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Real estate activities with own or leased property	6810	~98%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	17	0	17
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	0

- b. What is the contribution of exports as a percentage of the total turnover of the entity?
- Not applicable as Nexus Select does not engage in exports.
- c. A brief on types of customers
- The assets, comprising malls and office spaces, are leased to a diverse mix of domestic and international brands and corporations operating in sectors like apparel and accessories, hypermarkets, entertainment, and food and beverages. Additionally, office spaces and hospitality services are utilized by guests.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S No. Particulars		Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	572	454	79.37%	118	20.63%
2.	Other than Permanent (E)	3,923	2,880	73.41%	1,043	26.59%
3.	Total employees (D+E)	4,495	3,334	74.17%	1,161	25.83%
WORKERS*						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	0	0	0	0	0

*Note: Nexus Select categorizes 100% of its workforce as employees. Hence, there are no workers in Nexus Select's workforce

b. Differently abled Employees and workers:

S No. Particulars		Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	92	78	84.78%	14	15.22%
3.	Total differently abled employees (D+E)	92	78	84.78%	14	15.22%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	0	0.00%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.10%	16.10%	14.50%	12.9%	18.3%	13.9%	22.1%	32.9%	24%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

S No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	CSJ Infrastructure Private Limited (CSJIPL)	SPV	100%	Yes
2.	Select Infrastructure Private Limited (SIPL)	SPV	100%	Yes
3.	Euthoria Developers Private Limited (EDPL)*	SPV	99.45%*	Yes
4.	Nexus Hyderabad Retail Private Limited (NHRPL)	SPV	100%	Yes
5.	Vijaya Productions Private Limited (VPPL)	SPV	100%	Yes
6.	Chitralli Properties Private Limited (CPPL)	SPV	100%	Yes
7.	Safari Retreats Private Limited (SRPL)	SPV	100%	Yes
8.	Nexus Shantiniketan Retail Private Limited (NSRPL)	SPV	100%	Yes
9.	Nexusmall Whitefield Private Limited (NWPL)	SPV	100%	Yes
10.	Nexus Udaipur Retail Private Limited (NURPL)	SPV	100%	Yes
11.	Nexus Mangalore Retail Private Limited (NMRPL (Mangalore))	SPV	100%	Yes
12.	Nexus Mysore Retail Private Limited (NMRPL (Mysore))	SPV	100%	Yes
13.	Naman Mall Management Company Private Limited (NMMCPL)	SPV	100%	Yes
14.	Daksha Infrastructure Private Limited (DIPL)	SPV	100%	Yes
15.	Mamadapur Solar Private Limited (MSPL)	SPV	100%	Yes
16.	Indore Treasure Island Private Limited (ITIPL)	Joint Venture	50%	Yes

*Note: * 12,926 equity shares aggregating 0.55% held by SSIII Indian Investments One Ltd., is currently subject to a regulatory lock-in until September 30, 2025 and shall be transferred to the NXST after expiry of such regulatory lock-in at the option of the NXST pursuant to a call option in favor of the NXST as agreed to under the EDPL Share Acquisition Agreement.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
(ii) Turnover (in Rs.): INR 17,208.90 Million
(iii) Net worth (in Rs.): INR 18,899.35 Million

Name of the entities	Turnover as at 31 March 2024 (In INR)(in Million)	Networth as at 31 March 2024 (In INR) (in Million)
Nexus Hyderabad Retail Private Limited	2,353.11	1,511.79
Vijaya Productions Private Limited	1,404.47	2,515.45
Nexusmall Whitefield Private Limited	742.02	202.96
Mamadapur Solar Private Limited	370.77	789.39
Select Infrastructure Private Limited	5316.38	5050.86
Safari Retreats Private Limited	840.97	500.83
CSJ Infrastructure Private Limited	4471.09	3537.16
Nexus Udaipur Retail Private Limited	427.32	1390.36
Indore Treasure Island Private Limited	475.3	539.03
Naman Mall Management Company Private Limited	207.48	-353.54
Euthoria Developers Private Limited	2,226.57	1657.51
Daksha Infrastructure Private Limited	599.99	1557.55

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	"Inventors' & Other Stakeholders Grievance Redressal Policy"	0	0	Nil	0	0	Nil
Investors (other than shareholders)	"Whistle Blower & Vigil Mechanism Policy"	0	0	Nil	0	0	Nil
Shareholders		1	0	Nil	645	0	Nil
Customers		0	0	Nil	58	0	Nil
Value Chain Partners	Yes	0	0	Nil	0	0	Nil
Employees and workers*	Yes	0	0	Nil	0	0	Nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Water Stewardship	Risk	Water availability is essential for Nexus Select's day-to-day operations, given its presence in the retail and hospitality sectors, where effective on-site wastewater management is crucial to mitigate potential environmental and social impacts.	Nexus Select has implemented publicly available Water Management Policy and operates an integrated water management system. This includes rainwater harvesting for use across retail spaces, restrooms, kitchens, and other areas; regular water audits covering all assets; automated meter reading; low-flow fixtures; smart irrigation; on-site Sewage Treatment Plants for efficient wastewater recycling; and comprehensive water metering subsystems.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Biodiversity and Land use	Risk	Nexus Select's malls, hotels, and office operations are primarily situated in well-developed urban areas, where the direct impact on biodiversity is relatively minimal. However, not taking adequate steps to reduce, mitigate, or offset environmental impacts can lead to substantial business risks, including increased costs due to non-compliance or the need for reactive responses to biodiversity-related regulations.	Nexus Select has implemented a dedicated, publicly available Biodiversity and Habitat Policy, demonstrating its commitment to designing spaces that emphasize greenery, natural light, and other biophilic features to foster a sustainable and balanced environment for both customers and local ecosystems. We also undertake educational and advocacy efforts to promote biodiversity conservation within the surrounding communities.	Negative
	Energy and emissions management	Risk	Nexus Select's mall and hotel operations are energy-intensive, and not transitioning to low-carbon systems could lead to higher operational expenses. Therefore, Nexus Select focuses on enhancing energy efficiency to conserve resources, lower costs, and minimize its overall environmental impact.	Nexus Select has adopted a publicly accessible Energy and Emissions Policy and actively manages Scope 1, 2, and 3 greenhouse gas emissions through a range of initiatives. These include implementing energy efficiency measures, incorporating renewable energy into its overall energy mix through on-site solar and wind installations totaling over 55 MW (DC), and sourcing additional clean energy via third-party Power Purchase Agreements. Nexus Select also works to prevent refrigerant leakage from HVAC systems and adopts innovative technologies and practices to further reduce emissions.	Negative
	Circular economy and Waste management	Risk	Improper waste disposal can pollute surface water, groundwater, and seawater, posing serious risks to nearby plant and animal life, and human health.	Nexus Select has implemented a dedicated and publicly available Waste Management Policy and ensures responsible disposal of all waste through a robust waste management system. This includes minimizing waste at the source, enhancing resource efficiency in operations, and managing waste recovery and disposal via third-party processing facilities. Nexus Select also conducts awareness programs for customers, partners with value chain stakeholders to promote sustainable practices, and collaborates with NGOs, research bodies, and regulatory authorities to drive innovation and encourage the use of smart technologies for effective waste reuse.	Negative
	Sustainable sourcing and procurement practices	Opportunity	Nexus Select has implemented publicly available Supplier Code of Conduct and integrates sustainable sourcing and procurement practices to minimize its environmental and social impact while ensuring service quality. This applies across its retail operations in malls and food and resource services in hotels, where efficient sourcing of higher-quality raw materials and a holistic, end-to-end approach can significantly reduce waste and the overall environmental footprint. Moreover, sustainable procurement supports the economic development of surrounding communities and helps mitigate negative impacts across the Nexus Select's value chain.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Climate Risk and Opportunities Management	Risk	Nexus Select acknowledges the rising frequency of climate related events including floods, extreme heat, droughts, cyclones, land subsidence, and earthquakes—and the potential impact these may have on its built environment. As part of its Business Continuity Plan, Nexus Select integrates climate resilience measures across its portfolio to effectively manage and respond to unexpected disruptions resulting from such extreme weather events.	Nexus Select has implemented publicly available Climate Change Adaptation and Disaster Resiliency Policy. Nexus Select also conducted climate risk assessment (physical and transition risk) in FY25 for all the assets. Based on physical climate risk assessment, Nexus Select identified mitigation measures and recommendations against each climate risk (Same measure was implemented at each site at every asset level). Additionally, it develops and implements disaster preparedness, response, and recovery plans for all assets, including stakeholder communication strategies, and conducts regular reviews to assess the effectiveness of these climate resilience and disaster management measures.	Negative
	Employee Health, Safety and Wellbeing	Risk	Nexus Select recognizes that safety violations can lead to serious incidents affecting its employees, tenants, visitors, guests, and contractual employees, resulting in a loss of productivity and productive time. If an external visitor is injured due to unsafe conditions on the premises, it could trigger legal actions, insurance claims, and investigations, all of which are time-consuming and may lead to additional financial and reputational costs.	Nexus Select has implemented publicly available Health and Safety Policy. It actively investigates work-related incidents and conducts monthly Hazard Identification and Risk Assessments (HIRA), along with regular electrical and Fire, Life, and Safety (FLS) audits as preventive measures. Nexus Select provides comprehensive Occupational Health and Safety training to all employees, implements Standard Operating Procedures (SOPs) that include well-defined emergency evacuation plans, and has set up a specialized Fire, Life, and Security department comprising EHS professionals, technical, and operational teams. Additionally, it ensures the availability of PPE kits, first aid supplies, fire extinguishers, and electrical safety equipment for both employees and visitors.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Human Rights and Labor Relations	Risk	<p>Human rights violations can have severe social, economic, and legal consequences for mall and hotel operations, resulting in both short-term and long-term disruptions.</p> <p>Nexus Select ensures that all business partners including suppliers, vendors, contractors, consultants, customers, distributors, and others representing Nexus Select - uphold basic human rights standards. Labor-related issues are particularly critical to operations, as many employees, including security, housekeeping, and canteen staff, are hired on a contractual basis through third-party vendors. Failing to maintain positive relationships with workers may lead to operational disruptions and reduced workforce efficiency.</p>	Nexus Select is United Nations Global Compact (UNGC) signatory and has implemented a publicly available Human Rights Policy aligning with applicable global and national regulatory standards, with a zero-tolerance stance on human rights violations. Nexus Select periodically conduct Human Rights assessments for all employees and workers, following a structured process of risk identification, evaluation, and mitigation of potential risks or human rights breaches. Also, human rights assessments for key suppliers are carried out biannually.	Negative
	Diversity, inclusion, and non-discrimination	Opportunity	Nexus Select strongly advocates for gender equality and strives to recruit talented individuals regardless of gender, race, religion, caste, creed, sexuality, or membership in other vulnerable and minority groups, creating a dynamic workforce with diverse perspectives that enhance decision-making. Employees are encouraged to express their views openly, and Nexus Select regularly seeks feedback to address their concerns		Positive
	Human Capital Development	Opportunity	With a focus on people-centered operations and a customer-oriented business model, Nexus Select aims to enhance and develop employees' skills through various training and learning platforms like Nexus Quest and icare learning app. Employee engagement is fostered through our flagship program, the 'Happyness Index,' which encourages proactive involvement and optimal performance. Customer satisfaction is central to business growth, and employees are expected to stay updated with the latest skills and industry trends to deliver value to customers. Offering opportunities for career growth and skill development enhances employee satisfaction, which in turn reduces turnover and boosts operational efficiency.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Talent Recruitment and Retention	Opportunity	Nexus Select focusses on attracting and retaining top talent to build a skilled workforce, offering unique benefits that empower employees to perform at their best in serving customers, visitors, and guests. A strong and capable team is essential to the success of operations, execution, and the smooth functioning of overall business activities.		Positive
	Food Safety	Opportunity	Maintaining food safety and high-quality standards is crucial in both the hospitality and mall industries. With the health and satisfaction of guests and customers at risk, strict compliance with food safety protocols, hygiene standards, and quality control measures is essential. Proper handling, preparation, and storage of food prevent foodborne illnesses and protect the business's reputation. Consistently delivering high-quality meals enhances guest experiences, builds loyalty, and encourages positive reviews and recommendations.		Positive
	Ethical Business Conduct	Opportunity	<p>Nexus Select remains committed to conducting operations responsibly and consistently seeks to exceed compliance requirements in order to generate lasting positive impacts. This is achieved through building a strong governance framework that supports sustainable performance and strengthens Nexus Select's leadership position in the retail industry.</p> <p>We also recognize the importance of balancing the interests of all stakeholders including investors, shareholders, senior management, customers, suppliers, financiers, the government, and community to minimize negative effects on the environment and society.</p>		Positive
	Regulatory Compliance	Risk	Regulatory compliance involves meeting all statutory requirements and avoiding non-compliance, as any violations could result in operational disruptions. In some instances, non compliance can lead to financial penalties such as fines. Therefore, adhering to regulations is crucial for smooth operations and is closely tied to both social and governance factors. Additionally, failure to comply with environmental regulations can have negative effects on the surrounding environment and communities.	Nexus Select has implemented publicly available Code of Conduct and Ethics, which emphasizes compliance with all relevant environmental and societal laws, rules, regulations, agreements, guidelines, and standards, including accounting standards, governing its operations in the regions where it operates. This also covers adherence to all internal policies and procedures of Nexus Select, as applicable, including compliance with the Insider Trading Code established under the Securities and Exchange Board of India (Prohibition of Insider Trading Regulations, 2015.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Regulatory Compliance	Risk	Regulatory compliance involves meeting all statutory requirements and avoiding non-compliance, as any violations could result in operational disruptions. In some instances, non compliance can lead to financial penalties such as fines. Therefore, adhering to regulations is crucial for smooth operations and is closely tied to both social and governance factors. Additionally, failure to comply with environmental regulations can have negative effects on the surrounding environment and communities.	Nexus Select has implemented publicly available Code of Conduct and Ethics, which emphasizes compliance with all relevant environmental and societal laws, rules, regulations, agreements, guidelines, and standards, including accounting standards, governing its operations in the regions where it operates. This also covers adherence to all internal policies and procedures of Nexus Select, as applicable, including compliance with the Insider Trading Code established under the Securities and Exchange Board of India (Prohibition of Insider Trading Regulations, 2015.	Negative
	Data Privacy and Security	Risk	Nexus Select collects various types of information from its tenants, visitors, customers, guests, and other stakeholder groups. This information may qualify as personally identifiable information (PII), which refers to any data that can be used to identify an individual, with or without their explicit consent. Therefore, it is essential to implement robust data privacy and security measures to prevent any violations or data breaches. Incidents such as data leaks or violations can lead to legal consequences, including fines and penalties, and negatively affect our brand and reputation.	Nexus Select has implemented publicly available Cyber Security Policy that emphasizes effective data management and strong cybersecurity practices to mitigate data-related risks. All systems and organizational information are protected to prevent IT breaches. Annual training on "Best Practices" is provided, covering both internal and external data management. New employees must also submit a declaration confirming their adherence to data usage policies. Nexus Select also performs Vulnerability Assessment and Penetration Testing (VAPT), conducts third-party security audits, and carries out monthly phishing exercises and email awareness campaigns to keep employees informed about cybersecurity risks. A clear escalation process is in place for employees to report any suspicious activity.	Negative
	Tenant Relationships and Customer Satisfaction	Opportunity	Nexus Select aims to provide consistent, timely, and dependable services, with the goal of creating a comprehensive experience for customers by transforming shopping centers into destinations of happiness. Nexus Select understands customer needs and works to fulfill them, while also exceeding expectations by actively engaging with customers, gathering their feedback, and fostering loyalty through various relationship management and engagement initiatives.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Community Relations	Opportunity	Communities are a vital stakeholder group influenced by business operations, both socially and environmentally. Building strong community relations is essential for fostering long-term, mutually beneficial, and sustainable partnerships. Nexus Select is dedicated to making ongoing efforts to enhance the quality of life for people by implementing impactful CSR initiatives and community development programs, with a focus on education, health, sports, arts & culture, and the environment. These initiatives aim to uplift surrounding communities and contribute to overall economic development		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Nexus Select has updated all its corporate policies on its website, approved by Board-level CSR & ESG Committee. For easy access, please refer to ESG Policies to view all updated policies.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Nexus Select's environmental and safety management system is in alignment with ISO 14001 and ISO 45001 standards, while its assets are certified with green building certifications such as IGBC and GRIHA. We have also achieved 5-star rating from Bureau of Energy Efficiency for 7 malls and 4-star rating for 1 mall in the reporting boundary.								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

SP1: Climate Resilience	
Focus Area	Target FY2025
Transition to a low-carbon economy	28.2% reduction in combined Scope 1 and 2 GHG emissions (compared to FY 2020 baseline) 55 MW+ renewable energy capacity through Power Purchase Agreements (PPAs) and on-site and off-site installations
Climate Risk and opportunity	<ul style="list-style-type: none"> Conduct climate risk and opportunity assessment Develop a standalone report aligned with IFRS S2
SP2: Sustainable Operations	
Focus Area	Target FY2025
Resource Management	Zero Waste to Landfill
Benchmark and Performance Targets	Incorporate Green Lease clause in tenant agreements/ renewals
Certifications, Labels and Ratings	100% malls to have green building certification All malls to be certified with energy efficiency ratings
Water Management	Zero liquid discharge for all the assets
SP3: Diversity, Equity & Inclusion (DE&I)	
Focus Area	Target FY2025
Recruit Diverse Talent	30% female representation in the total workforce 2% representation of Persons with Disabilities (PwDs) in the total workforce 2% representation of ex-servicemen and their kin and people with a sports background in the total workforce
Employee Engagement and Retention	2 hours of average volunteering per employee per year Maintain Zero reportable accidents at workplace
Career Development	Human Rights Assessments conducted at all malls 26 hours of average training per employee per year

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	SP4: Stakeholder engagement	
	Focus Area	Target FY2025
	Investors	Maintain 100% engagement with relevant stakeholders
	Tenants & Consumers	
	Employees	
	Communities	
	SP5: Management & compliance	
	Focus Area	Target FY2025
	Board Performance	100% of Directors on the Board apprised of ESG performance
	SP6: Transparency and Reporting	
	Focus Area	Target FY2025
	Transparent reporting	Zero Data Breaches across Nexus Select Trust
	Ownership, Accountability and Accuracy	
	Data Management	
	SP1: Climate Resilience	
	Focus Area	Progress FY2025
	Transition to a low-carbon economy	24% reduction in Scope 1 & Scope 2 emissions from FY20 baseline
		Commissioning of multiple solar and hybrid power plants with a combined capacity of over 55 MW
	Climate Risk and opportunity	<ul style="list-style-type: none">Climate risk and opportunity assessment has been conducted for all the assetsStandalone report aligned with IFRS S2 developed
	SP2: Sustainable Operations	
	Focus Area	Progress FY2025
	Resource Management	98% waste diverted from landfill
	Benchmark and Performance Targets	100% floor area covered by green lease
	Certifications, Labels and Ratings	100% malls green building certified.
Achieved 5-star rating from Bureau of Energy Efficiency for the following: <ul style="list-style-type: none">Nexus Centre CityNexus WhitefieldNexus VijayaNexus EsplanadeNexus SeawoodsNexus WestendFiza by Nexus Nexus Hyderabad received 4-star rating		
Water Management	15 assets have zero liquid discharge	

SP3: Diversity, Equity & Inclusion (DE&I)

Focus Area	Progress FY2025
	26% female representation in the total workforce
Recruit Diverse Talent	2% representation of Persons with Disabilities (PwDs) in the total workforce
	2% representation of ex-servicemen & their kin
Employee Engagement and Retention	2 hours of average volunteering per employee per year
	Zero reportable accidents
	Human Rights Assessments conducted at all malls
Career Development	97.4%

SP4: Stakeholder engagement

Focus Area	Progress FY2025
Investors	
Tenants & Consumers	Continuous engagement with all relevant stakeholders through the reporting year
Employees	
Communities	

SP5: Management & compliance

Focus Area	Progress FY2025
Board Performance	100% of Directors on the Board apprised of ESG performance

SP6: Transparency and Reporting

Focus Area	Progress FY2025
Transparent reporting	
Ownership, Accountability and Accuracy	Zero Data Breaches across Nexus Select
Data Management	

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Statement by Mr. Dalip Sehgal, Executive Director and CEO, Nexus Select Trust</p> <p>At Nexus Select Trust, we view sustainability as a strategic fulcrum that empowers us to be the 'Nexus of Happyness', generating 'Happyness for All'. To "Conserve" lies at the heart of our pledge to protect and preserve our environment, contributing to the collective 'Happyness of All'.</p> <p>We have set a goal to achieve Net Zero by 2030. We also Completed a comprehensive climate risk and opportunity assessment through an independent third-party agency in line with globally recognized frameworks. Renewable energy sources constitute 43% of our energy mix, with over 55 MW of operational renewable energy capacity.</p> <p>In FY 2025, we secured 96/100 in the Happyness Index, an annual assessment that allows us to measure satisfaction levels across customers, retail partners, employees and communities and achieved an exemplary score of 100/100 score for community satisfaction.</p> <p>Our 'Lakes of Happyness' initiative has resulted in adoption of 10 lakes and rejuvenation of 8 lakes in Bengaluru, Chennai, Maharashtra and Hyderabad in FY 2025. Additionally, 2 lakes are in the process of being rejuvenated in Hyderabad and Chennai. Motivated by the outcome of our efforts, we now aim for rejuvenating 15 lakes by FY 2026.</p> <p>We stay steadfast in our mission to 'Deliver' positive outcomes, adhere to the highest standards of ethics and towards strengthening ESG considerations across our value chain, we have appointed over 170 ESG leads to oversee sustainability initiatives across our assets.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Nexus Select's Board-level CSR & ESG Committee reviews the implementation of all ESG policies.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes,</p> <p>Nexus Select has a dedicated CSR & ESG Committee at the Board level to oversee and make decisions on sustainability matters.</p> <p>The CSR and ESG committee comprises of two non executive independent directors including one women, one non executive non independent director, one non executive non independent nominee director and one executive director who's also the Chief executive officer.</p>

10. Details of Review of NGRBCs by the Company

Details of Review of Policies by the Company																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes, Nexus Select's Board-level CSR & ESG Committee is responsible for monitoring progress on ESG commitments outlined in its ESG Policies, while also establishing suitable processes, procedures, and systems to ensure compliance.									Performance against ESG Commitments as stated in ESG Policies is reviewed on need basis Biannually									

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, Nexus Select's Board-level CSR & ESG Committee develops appropriate processes, procedures, and infrastructure to ensure compliance with all related ESG policies									Compliance with statutory requirements of relevance to the NGRBC Principles and rectification of any non-compliances is reviewed, on need basis								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
										Yes, British Standards Institution (BSI) has carried out independent assessment through a top-level review of issues raised by external parties that could be relevant to the Nexus Select's policies to provide a check on the appropriateness of statements made in the ESG Report FY 2024-25								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

APPENDIX 1

NGRBC Principle	Weblinks of Applicable Policies
Principle 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable	<ul style="list-style-type: none"> • Code of Conduct and Ethics • Policy on Anti-Bribery and Anti-Corruption • Supplier Code of Conduct Policy • Whistle Blower & Vigil Mechanism Policy
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> • Supplier Code of Conduct Policy
Principle 3: Businesses should respect and promote the wellbeing of all employees, including those in their value chains	<ul style="list-style-type: none"> • Employee Well-being and Development Policy • Safe and Healthy Environment Quality Policy • Supplier Code of Conduct Policy
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> • Stakeholder Engagement Policy • Investors & Other Stakeholders Grievance Redressal Policy

APPENDIX 1

NGRBC Principle	Weblinks of Applicable Policies
Principle 5: Businesses should respect and promote human rights	<ul style="list-style-type: none"> • Human Rights Policy • Diversity, Equity & Inclusion Policy • Supplier Code of Conduct Policy • Employee Well-being and Development Policy • Investors & Other Stakeholders Grievance Redressal Policy • Whistle Blower & Vigil Mechanism Policy
Principle 6: Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> • Climate Change Adaptation and Disaster Resilience Policy • Net Zero Policy • Energy and Emissions Policy • Water Management Policy • Waste Management Policy • Biodiversity and Habitat Policy
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> • Code of Conduct and Ethics
Principle 8: Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> • Community Development Policy • Corporate Social Responsibility Policy
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> • Policy on Customer Satisfaction • Cyber Security Policy

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	1. Familiarization programme for all Board of Directors	100%
Key Managerial Personnel	2	1. Executive Presence 2. Crucial Conversation for Mastering Dialogues	100%
Employees other than BoD and KMP	45	1. Nexus One Masterclasses 2. Nexus Connect Sessions 3. Crucial Conversation for Mastering Dialogues 4. DEI Webinars 5. Health & Wellness webinars 6. PoSH 7. Cyber Security 8. FCPA 9. Leadership Development Program 10. Managerial Development Program 11. Women Development Program	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	44	1. Functional trainings based on HK, Parking, Security, Food court, Technical 2. Behavioral Trainings based on Customer Service, Grooming & Personal Hygiene 3. Values Refresher Training	88%

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

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA	Controlling Authority under the Payment of Gratuity Act, 1972	Rs. 17,53,702/- with interest @9% simple interest till due date.	In 2018, CSJ had terminated manpower contract with Green Asia and cleared all its dues including gratuity of manpower. Some contractual employees did not accept the settlement and approached to the department to claim gratuity amount.	Yes, filed an appeal in Appellate authority. CSJ has also deposited amount of Rs. 17,53,702/- in department under protest.
	NA	Assessment Officer, under BOCW (Cess Act, 1996)	Rs. 5,48,892/- with interest of Rs. 7,86,546/-.	In 2022, SIPL completed its construction activity for additional FAR and deposited Labour Cess. In 2024, department concluded the assessment and passed an order dated 23.08.2024, wherein it was directed to deposit an amount of Rs. 13,35,438/-. SIPL had deposited this amount on 05.09.2024	No
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
In 2018, CSJ had terminated manpower contract with Green Asia and cleared all its dues including gratuity of manpower. Some contractual employees did not accept the settlement and approached to the department to claim gratuity amount.	Controlling Authority under the Payment of Gratuity Act, 1972

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

Yes. The Entity has adopted a dedicated and publicly accessible Policy on Anti- Bribery and Anti-Corruption that emphasizes its commitment to the highest corporate and ethical standards and will not tolerate any kind of unprofessional behavior including fraud, bribery or corruption.

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

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

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

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

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

- Not applicable, there were no cases of corruption and conflicts of interest reported during the reporting period.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	44.43	43*

* The above stated figures have been consolidated from 19 May 2023 till 31 March 2024, as the Entity got listed in May 2023. The same information is published in the Entity's FY 2023-24 Annual Report

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	13%	13%
	b. Sales (Sales to related parties / Total Sales)	Nil	1%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NA	NA	NA

- Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.
 - Yes, Management and key employees must promptly disclose any activities or associations that create or appear to create a conflict of interest with Nexus Select Trust's business interests to the Compliance Officer or the Chairperson of the Board. A conflict of interest arises when personal interests or benefits clash with those of Nexus Select Trust. Unless specifically allowed by the Board, individuals with a conflict of interest should not participate in discussions, voting, or any other involvement in the Board's proceedings or dealings. Relationships with suppliers, contractors, customers, competitors, or regulators should not compromise independent and sound judgment on behalf of Nexus Select Trust.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	The Group has incurred capital expenditure on solar and wind power plant during the year on various locations
Capex	54%	46%*	

*Note: The above stated figures have been consolidated from 19 May 2023 till 31 March 2024, as the Entity got listed in May 2023. The same information is published in the Entity's FY 2023-24 Annual Report

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Yes, Nexus Select has established procedures in place for sustainable sourcing and encourages its suppliers, vendors, agents, subcontractors, consultants, and other value chain partners to agree to the terms of the Supplier Code of Conduct Policy to support sustainable sourcing practices and wherein, all partners must provide written acknowledgment of this policy. Nexus Select expects its partners to respect human rights and conduct business ethically and responsibly, adhering to all relevant laws and regulations.

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

Unit of reporting (i.e., by Quantity or by Value – please specify)	Total No. of Inputs sourced (in Million ₹)	No. of Inputs that were sourced sustainably (in Million ₹)	Percentage of inputs that were sourced sustainably
Value	7,130.82	7,130.82	100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

S.No.	Product	Process to safely reclaim the product
a.	Plastics (including packaging)	
b.	E-Waste	Not Applicable. Being a service sector organization, Nexus Select does not produce any products.
c.	Hazardous Waste	
d.	Other waste	

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

- Extended Producer Responsibility (EPR) is not applicable on activities of Nexus Select Trust.

Leadership Indicators

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

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

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

Name of the Product/Service	Description of the Risk/Concern	Action Taken
Not Applicable		

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

Indicate input material	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable. Being a service sector organization, Nexus Select does not produce any products.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable. Being a service sector organization, Nexus Select does not produce any products.	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	454	454	100%	454	100%	0	0%	454	100%	454	100%
Female	118	118	100%	118	100%	118	100%	0	0%	118	100%
Total	572	572	100%	572	100%	118	20.63%	454	79.37%	572	100%
Other than Permanent Employees											
Male	2,880	2,880	100%	2,880	100%	0	100%	2880	100%	2,880	100%
Female	1,043	1,043	100%	1,043	100%	1043	100%	0	0%	1,043	100%
Total	3,923	3,923	100%	3,923	100%	1043	26.59%	2880	73.41%	3,923	100%

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

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

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.03%	0.10%

2. Details of retirement benefits, for current FY and previous FY:

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	100%	NA	Yes	100%	NA	Yes

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

- Nexus Select also has disable friendly washrooms, elevators with Braille and reserved parking spaces.

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

- Yes, Nexus Select's Diversity, Equity & Inclusion Policy promotes a Diversity and Inclusion strategy through disability inclusion as per the requirements of The Rights of Persons with Disabilities Act, 2016. The weblink to view the policy: [Diversity-Equity-&-Inclusion-Policy.pdf](#)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	<p>Yes, Nexus Select has implemented publicly accessible Whistle Blower & Vigil Mechanism Policy, which outlines a specific process for addressing grievances from internal stakeholders, including both permanent and non-permanent employees. Additionally, for Sexual Harassment at the Workplace grievances, we have a publicly accessible Prevention of Sexual Harassment (POSH) Policy detailing dedicated grievance handling and redressal procedure.</p> <p>Nexus Select has also developed an Internal Committee (IC) across all assets that examines the complaint(s) received from employees, provided these complaints are submitted within three months of the incident or the last incident in a series.</p> <p>If the complaint registered is either identified with evidence or traced as false or malicious complaint or false evidence, it can impose disciplinary actions appropriate to the severity and nature of the misconduct in either of the case.</p> <p>Nexus Select also has a publicly accessible Investors & Other Stakeholders Grievance Redressal Policy and Stakeholder Engagement Policy that establishes regular communication channels with a feedback system to understand and promptly address key issues raised by stakeholders.</p> <p>Nexus Select also ensures that identified representatives are accessible within asset premises for all the identified stakeholders to reach out to if necessary. Employees can also connect with us through our dedicated website at nexusselecttrust.com/contact.</p>
Other than Permanent Employees	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees /Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	572	Nil	0%	545	Nil	0%
Male	454	Nil	0%	441	Nil	0%
Female	118	Nil	0%	104	Nil	0%
Total permanent workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On health and safety measures		On Skill Upgradation		Total (D)	On health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	3,334	3,334	100%	3,334	100%	3,228	3,228	100%	3,228	100%
Female	1,161	1,161	100%	1,161	100%	1,048	1,048	100%	1,048	100%
Total	4,495	4,495	100%	4,495	100%	4,276	4,276	100%	4,276	100%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	454	439	96.70%	441	441	100%
Female	118	118	100%	104	104	100%
Total	572	557	97.4%	545	545	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
- Yes, Nexus Select has a comprehensive Occupational Health and Safety (OHS) policy and OHS management system covering the entire business, ensuring the safety of all employees, tenants, contractors, and other stakeholders. The OHS policy details procedures for investigating work-related incidents, identifying hazards, and assessing risks. It also guides on developing corrective action plans to ensure a safe workplace. The OHS Management System is developed in accordance with ISO 45001 and local and national regulations and supports all our actions.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Nexus Select conducts Hazard Identification and Risk Assessment (HIRA) to detect work-related hazards, investigate work-related incidents, assess risks monthly, and create corrective action plans to ensure a safe workplace. Nexus Select also implemented the following safety measures at workplace:
 - Inspection of the work area by the on-duty fire officer.
 - Maintaining and monitoring of all processes, aided with a safety checklist on a daily basis.
 - Weekly and monthly fire drills.
 - Regular audits to identify and avoid hazards
 - Audit of elevators, fire pump room, electrical panels, logic tests etc.
 - Rectification of audits observations
 - HIRA conducted each month
 - Ensure all safety precautions are followed by workers, such as proper usage of PPE equipment
 - Monthly electrical and FLS audits conducted as a preventative measure.

Nexus Select has also developed and implemented Standard Operating Procedures (SOPs) that clearly define evacuation plans for emergencies, all processes, and requirements for safe operations within all our malls. Nexus Select also has a dedicated Fire, Life, and Security department, along with EHS members, technical, and operational teams. Also, PPE kits medical first aid kits, fire extinguishers, and electrical safety devices are provided for all employees and visitors.

Also a corporate member to National Safety Council focusing on safety and wellbeing, preventing workplace incidents and operational efficiency

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Nexus' Policy on Health and Safety defines the process for its employees, subcontractors, and workers to investigate work-related events, identify hazards, assess risks, and develop corrective action plans to build a secure workplace. Additionally, it also ensures that a dedicated Fire, Life & Security department, EHS members and technical and operation teams are also available to address any work-related hazards. Nexus Select has also tied up with National Safety Council to focus on operational efficiency and safety of people pan India.
- d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
- Nexus Select Health & Wellness Matrix in association with Healthians to promote physical and mental wellbeing. This programme offers holistic health improvement requirements based on employees' health assessments and has initiatives designed to encourage a healthy lifestyle. The Health & Wellness Matrix covers employees and their dependents who receive their health check-up reports and can seek consulting with lifestyle coaches. An employee assistance program called 1to1 Help has been established to connect employees with counsellors and onboard a health & wellness consultant with 24x7 availability. Nexus Select also provides health insurance and Group accidental insurance for the employees and provides funds for outsourced employees, including medical insurance.

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

Safety Incident/Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related Injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

*Including in the contract workforce

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

- At Nexus Select, we provide a safe working environment to meet or surpass all relevant health and safety regulations. We prioritize the safety and well-being of our workers, customers, contractors, and broader community in all our business operations. Nexus Select remains committed to implementing, promoting, and continuously improving health and safety systems and performance to ensure the safety of all employees, tenants, contractors, and other stakeholders. The goal remains to achieve the highest standards of Occupational Health and Safety. Nexus Select ensures the implementation of the following in its business operations:
 - Provision of health and safety training to all employees
 - Comply with all relevant national and international standards and regulations on OHS
 - Assess risks and employ audits to verify compliance
 - Report issues quickly, examine root causes, and ensure lessons learned are communicated and implemented in the system
 - Establish safety and health criteria as performance indicators, track progress, and continually improve performance
 - Establish OHS committee comprising of employees, management, and workers
 - Implement OHS management system to ensure accuracy in monitoring and evaluating safety performance
 - Regularly monitor and review the implementation of the policy on Health & Safety
 - Ensuring contractors are monitored, controlled, and evaluated, to ensure the highest health and safety standards are maintained

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

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

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.
- Occupational Health and Safety (OHS) Policy of Nexus Select guides the process of identifying hazards, assessing risks, and implementing corrective measures. OHS training sessions are conducted covering safety protocols, risk prevention, and emergency preparedness, delivered by on-site Occupational Health and Wellness Consultant. The key participants to training sessions include all employees, workers, and subcontractors covering safety procedures, hazard identification, risk mitigation, and emergency response. Additionally, Nexus Select has a dedicated Standard Operating Procedures (SOPs) in place for mall operations to promote safe practices and ensure well-defined evacuation procedures.

Leadership Indicators

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

(A) Employees: Yes / Group Accidental Insurance / Term Life Insurance
(B) Workers: Yes / Accidental Insurance
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

- We have engaged a third-party statutory auditor to conduct monthly audits of data for both on-roll and contractual staff. To ensure timely payments of all statutory dues.
- Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	NA	NA	NA	NA

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

- Yes
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

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

- Policy Reinforcements and Trainings – The value chain partners need to adhere to the Supplier code of conduct. This also includes Health and Safety, better infrastructure, grievance redressal mechanism

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
- Nexus Select has a publicly accessible "Stakeholder Engagement Policy", wherein the key objective is to provide guiding principles for engaging with the stakeholders to understand their needs and expectations. The key stakeholders are identified based on relevance, inclusivity, dependence, influence, and diverse perspectives. Stakeholder mapping is undertaken to understand the relevant stakeholders and their perspective orientations, impacts and expectations to prioritize, design appropriate response and corresponding communication strategies.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Senior Leadership	No	Regular Meetings	Monthly	<p>Purpose and scope of engagement:</p> <p>To ensure strong ESG leadership through accountability, transparency, and oversight in implementing ESG initiatives. This approach aims to meet ESG objectives and enhance governance in areas such as Human Capital Development, Talent Recruitment and Retention, and Employee Health, Safety, and Wellbeing.</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> Continuous improvement in ESG Performance and Ratings Transparency of ESG Performance in Annual Disclosures
Employees	No	<ol style="list-style-type: none"> Employee engagement and team-building activities Webinars Learning and development initiatives Skill-based trainings ESG Capacity building workshops and awareness sessions Happyness Index – Employee Engagement and Annual Happyness Survey Grievance Redressal Mechanism DEI Newsletter 	Quarterly	<p>Purpose and scope of engagement:</p> <p>Improve employee engagement and satisfaction, build employee morale, instill team-building capabilities, and brand management and enhancement.</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> Employee benefits (e.g., Maternity, Paternity, PF, ESIC, Medical Insurance, Work-life Balance etc.) Performance appraisals and career development opportunities Safe and healthy workplace Grievance handling and redressal

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Mall Tenants/ Retailers	No	<ol style="list-style-type: none"> 1. Happyness Index – Tenant / Retailer Satisfaction Survey 2. Collaborations with retail partners for revamping stores 3. Monthly Newsletter 4. Grievance Redressal Mechanism 5. Green Fit-Out Checklists 	Monthly	<p>Purpose and scope of engagement:</p> <p>Improve tenant/retailer engagement and satisfaction, enhance brand management, build mutually beneficial relationships, and deliver high quality services</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> 1. Incorporation of Green building elements across malls 2. Maintenance of safe and healthy spaces 3. Grievance Handling and Redressal
Customers	No	<ol style="list-style-type: none"> 1. Happyness Index - Customer Satisfaction Survey 2. Continuous efforts to improve customer touch points such as entrance atriums, building facades, food courts etc. 3. E-mails 4. Grievance Redressal Mechanism 	Monthly	<p>Purpose and scope of engagement:</p> <p>Improve customer engagement and satisfaction, build mutually beneficial relationships, enhance brand management, and deliver highquality services</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> 1. Health and Safety 2. Quality of service
Community	Yes	<ol style="list-style-type: none"> 1. CSR initiatives 2. Employee volunteering initiatives 3. Grievance Redressal Mechanism 4. Happyness Index - Community Satisfaction Index 5. CSR Impact Assessment 	Monthly	<p>Purpose and scope of engagement:</p> <p>Improve community awareness and development</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> 1. Local community need assessment 2. Community development and upliftment 3. Environmental and social preservation
Regulatory Authorities	No	<ol style="list-style-type: none"> 1. Stock exchange filings 2. Annual disclosures 3. Nexus Select's website 4. Correspondence meetings 5. Press release 6. Industry representations 	On-Need Basis	<p>Purpose and scope of engagement:</p> <p>Ensure compliance all applicable laws, regulations, and standards</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> 1. Regulatory compliance 2. Ethical business conduct

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers and Vendors	No	<ol style="list-style-type: none"> 1. Supplier assessment activities on ESG parameters 2. ESG Capacity building workshops and awareness sessions 3. Electronic correspondence 4. Compliance and risk assessment activities 	Monthly	<p>Purpose and scope of engagement:</p> <p>Build long-term and mutually beneficial associations</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> 1. Smooth supply chain 2. Knowledge transfer
Investors, Promoters and Unitholders	No	<ol style="list-style-type: none"> 1. Investor calls, presentations and meets 2. Stock exchange filings 3. Annual disclosures 4. Nexus Select's website 5. Correspondence meetings 6. Press releases 	Quarterly	<p>Purpose and scope of engagement:</p> <p>To build investor confidence, maintain investor relations and ensure profitable, sustainable return on investment</p> <p>Key topics and concerns raised:</p> <ol style="list-style-type: none"> 1. Responsiveness to investor concerns and expectations 2. Continuous improvement in ESG Performance and Ratings 3. Transparency of ESG Performance in Annual Disclosures

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
 - The CSR and ESG Committee presents and discusses bi-annual progress to the Board of Director on ESG progress (including both qualitative and quantitative progress), wherein Board feedback and suggestions are discussed and incorporated for implementation in the subsequently.
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
 - Yes, through stakeholder engagement, Nexus Select identifies key ESG material topics that can influence its operations positively or negatively, while also recognized strategic opportunities and potential risks for timely mitigation. Stakeholder engagement assessed each material topic based on their importance to each stakeholder groups and the process ensured identification of stakeholder expectations and concerns, formulating action plans to address them in alignment with its business policies.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
 - Not applicable

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	572	572	100%	545	545	100%
Other than permanent	3923	3923	100%	3,731	3,731	100%
Total Employees	4495	4495	100%	4,276	4,276	100%
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent										
Male	454	Nil	Nil	454	100%	441	Nil	Nil	441	100%
Female	118	Nil	Nil	118	100%	104	Nil	Nil	104	100%
Other than Permanent										
Male	2880	Nil	Nil	2880	100%	2,787	Nil	Nil	2,787	100%
Female	1043	Nil	Nil	1043	100%	944	Nil	Nil	944	100%
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

- Details of remuneration/salary/wages

- Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	7	NA	1	NA
Key Managerial Personnel (KMP)	3	2,78,67,888	0	-
Employees other than BoD and KMP	569	19,58,514.5	118	16,66,717.2
Workers	NA	NA	NA	NA

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

Safety Incident/Number	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	18.20%	19%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

- Yes, Nexus Select has a publicly available Human Rights Policy that details the guiding principles for respecting and protecting the Human Rights across Nexus Select's operations. Nexus Select is committed to investigating and addressing employee concerns and takes prompt corrective action in response to any Human Rights violations. To facilitate easy reporting, employees can submit written complaints via email to the Chief Human Resources Officer at rohan.vaswani@nexusmall.com. All information related to such complaints is kept confidential, and the anonymity of the complainant is strictly maintained. Also, in line with POSH Policy, an Internal Committee (IC) has been established as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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

- The Internal Committee (IC) reviews complaints from employees or individuals working for Nexus Select or its subsidiaries, provided the complaint is made within three months of the incident or the last incident in a series. If IC identifies evidence of harassment or identifies a false or malicious complaint, it can impose various disciplinary actions based on the seriousness of the misconduct, in accordance with applicable laws. The key measures include without limitations (subject to applicable law) are:

- Verbal warning
- Additional training
- Written warning
- Requirement of a written apology
- Restitution and/or fines
- Suspension with or without pay
- Impact performance evaluations
- Salary reduction and/or demotion
- Undergoing counselling or carrying out community service
- Termination

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	NA
Child Labour	0	0	Nil	0	0	NA
Forced Labour/ Involuntary Labour	0	0	Nil	0	0	NA
Wages	0	0	Nil	0	0	NA
Other human rights relate issues	0	0	Nil	0	0	NA

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

Safety Incident/Number	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1%
Complaints on POSH as a % of female employees / workers	0.1%	0.1%
Complaints on POSH upheld	1	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- Nexus Select ensures that any details of the complaint, identities and addresses of the aggrieved person, respondent, and witnesses, and information about conciliation or enquiry proceedings, recommendations by the Internal Committee, and actions taken by the employer, are kept confidential and not shared with the public or media. Information about justice provided under the POSH Policy can be shared without revealing names, addresses, identities, or any other identifying details of the individual(s) involved.
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
- Yes, Human Rights Policy is applicable to all the employees and business activities, wherein Nexus Select has direct control over operations. Also, Nexus Select aspires to ensure that all its business partners including suppliers, vendors, contractors, consultants, customers, distributors, or anyone doing business for or with them, and others acting on Nexus Select's behalf shall respect basic Human Rights

10. Assessments for the year:

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

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.
- Not Applicable. The assessments conducted across the human rights aspects did not reveal any significant risks or concerns, and therefore, no corrective actions were necessary.

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.
 - Not applicable as no significant risks or concerns were reported in FY2024-25.
- Details of the scope and coverage of any Human rights due diligence conducted.
 - 100%
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
 - Yes, Nexus Select's premises and offices are accessible to employees with disabilities, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

Safety Incident/Number	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others - please specify	-

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

We have Human rights policy , Posh Policy & Posh Committee, , grievance redressal policy as part of our Handbook and also a part of our vendor and employee Code of Conduct. Also, we conduct Training and awareness sessions for employees on the policies.

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) (GJ)	188,168	1,37,960
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) (GJ)	1,88,168	1,37,960
From non-renewable sources		
Total electricity consumption (D) (GJ)	2,48,221	2,25,531
Total fuel consumption (E) (GJ)	34,101	16,914
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) (GJ)	2,82,322	2,42,445
Total energy consumed (A+B+C+D+E+F) (GJ)	4,70,490	3,80,405
Energy Intensity per Million ₹ of turnover (Total energy consumption / Revenue from operations in rupees) (GJ per Million ₹)	20.47	19.85
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	423	454.17
Energy Intensity in terms of physical output (Total energy consumption / annual thousand footfall) (GJ per thousand footfall)	3.48	2.92

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by International Monetary Fund (IMF) for India which is 20.66

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

- Yes, The British Standards Institution has carried out the independent assurance.

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

- Not Applicable.

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

*Note: Surface water also includes collected rainwater for FY25. The methodology adopted for calculating water consumption = water withdrawal - water discharge.

For FY24, methodology adopted for calculating water consumption = (water withdrawal +STP) - water discharge

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,52,595	2,68,344
(ii) Groundwater	8,50,305	8,57,040
(iii) Third party water	9,15,806	8,89,718
(iv) Seawater / desalinated water	13,522	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	19,32,228	20,15,102
Total volume of water consumption (in kilolitres)	18,96,910	25,70,355
Water Intensity per rupee of turnover (Water consumed / Revenue from operations) (kl per Million ₹)	81.83	134.13
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1,691	3,068.80
Water Intensity in terms of physical output (Total water consumption / annual thousand footfall) (kl per thousand footfall)	13.90	19.70

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by International Monetary Fund (IMF) for India which is 20.66

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

- Yes, The British Standards Institution has carried out the independent assurance.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	21,297	21,836
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	14,021	10,389
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	35,318	32,225

Note:

As of FY 2024-25, 15 out of 17 of Nexus Select's malls have achieved Zero Liquid Discharge (ZLD) status. Hence, Nexus Select accounts for water discharged from 2 malls, namely Nexus Ahmedabad One and Nexus Amritsar, and utilizes treated water from Sewage Treatment Plants (STPs) for gardening, plantation and flushing, which then replenishes groundwater levels.

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

- Yes, The British Standards Institution has carried out the independent assurance.

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

- Yes. As of FY 2024-25, 15 out of 17 of the Nexus Select's malls have achieved Zero Liquid Discharge (ZLD) status.

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

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

Note: Emissions from our diesel generators (DG) are our only air emission source for us. We use DG sets only during grid power outages and for testing, making sulfur oxides (SOx) and nitrogen oxides (NOx) emissions insignificant

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

- Not Applicable.

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

Parameter	unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	4,874	1,496
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	50,127	44,743
Total Scope 1 and Scope 2 emissions	tCO ₂ e	55,001	46,239
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e / Million ₹	2.41	2.41
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / Million ₹	49.84	55.21
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / thousand footfall	0.41	0.35

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by International Monetary Fund (IMF) for India which is 20.66.

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

- Yes, The British Standards Institution has carried out the independent assurance.

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

- Yes, Nexus Select has undertaken the following activities towards the reduction of Greenhouse Gas (GHG) Emissions:

- Sourcing renewable energy through long-term Power Purchase Agreements (PPAs) and on-site solar power generation with a cumulative capacity of 55 MW, significantly reducing dependency on grid-based fossil-fuel electricity.

- Replacement and upgradation of cooling tower fans with energy-efficient variants to optimise performance and reduce electricity consumption,
- Implementation of COOLX Nano Heat Reflective Coating on glass surfaces to minimise solar heat gain
- Deployment of cogged belts in mechanical systems to reduce slippage and energy loss, thereby improving overall equipment efficiency.
- Integration of VFDs to regulate pump speed based on cooling demand, resulting in optimised energy consumption
- Integration of Green Building principles into the Entity's acquisition strategy and maintenance of all assets, aligned with Green Building Certifications under Indian Green Building Council (IGBC) and Green Rating for Integrated Habitat Assessment (GRIHA).
- Installation of Photocell Sensors for external lighting to enhance energy efficiency.
- Installed an Auto Condenser Tube Cleaning System to automate monitoring of condenser tube cleaning and decrease electricity consumption
- Enhancing energy efficiency with installation of EC fans

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	5.26	46.64
E-waste (B)	9.2	10.52
Bio-medical waste (C)	8.69	0.07
Construction and demolition waste (D)	115.24	-
Battery waste (E)	3.04	1.25
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	17.36	15.57
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	3,522.39	3,398.66
Total (A+B + C + D + E + F + G + H)	3,681	3,472.71
Waste Intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT per Million ₹)	0.16	0.18
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	3.37	4.15
Waste Intensity in terms of physical output (Total waste generated / annual thousand footfall)	0.03	0.03
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,061.74	3,419.45
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	3,061.74	3,419.45
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	535.97	13.55
Total	535.97	13.55

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

- Yes, The British Standards Institution has carried out the independent assurance.

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

- Nexus Select ensures that all waste generated is responsibly disposed through its comprehensive waste management system that includes the following:

- Reduction of waste through the minimization of waste generated at the source and optimization of resource consumption in our business operations and processes.
- Identification of the different types of waste generated, such as hazardous and non-hazardous.
- Provision of proper waste management procedures in place to address all hazardous and non-hazardous generated.
- Establishment of a robust system for effective monitoring of waste generation and disposal.
- Effective waste management in accordance with all applicable regulatory requirements.
- Adoption of methods for reuse and recycling to process all of the waste generated.

Nexus Select also collaborates with its identified stakeholders throughout its value chain, including customers, employees, workers, tenants, vendors and suppliers, among others through the following activities:

- Trainings, capacity-building workshops, informative sessions, and awareness campaigns for all employees to improve their understanding of effective waste management.
- Activities to raise customer awareness.
- Collaboration with suppliers, vendors, and other value chain partners to adhere to Nexus Select's ESG commitments and implement sustainable business practices in accordance with its Waste Management Policy.
- Collaboration with NGOs, research institutions and regulatory authorities to support innovation and increase the adoption of smart technologies for effectively reusing waste.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, as Nexus Select does not have operations around ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable, as Nexus Select does not have operations around ecologically sensitive areas					

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

- Yes, Nexus Select is compliant with the applicable environmental law/regulations/guidelines in India. During FY 2024-25, the emissions/waste generated by Nexus Select was within the limits prescribed by State Pollution Control Board (SPCB) and a certification to that effect is being obtained on a periodical basis as per guidelines of SPCB.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable, as Nexus Select does not have operations around ecologically sensitive areas				

Leadership Indicators

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

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

(i) **Name of the area:** All the locations except (Fiza by Nexus, Mangalore) -

Note: For reporting boundary (here, locations) in FY25, kindly refer to "List of Assets (Section A)"

(ii) **Nature of operations:** Nexus Select operates as a retail-focused Real Estate Investment Trust (REIT) that owns and manages income-generating urban consumption centers across India which includes malls, hotels and offices.

(iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,48,038	2,68,344
(ii) Groundwater	8,50,305	857,040
(iii) Third party water	8,28,940	815,273
(iv) Seawater / desalinated water	13,522	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	18,40,805	19,40,657
Total volume of water consumption (in kilolitres)	18,05,487	-
Water intensity per rupee of turnover (Water consumed / turnover)	12.62	
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	21,297	21,836
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	14,021	10,389
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	35,318	32,225

Note: For FY 2024-25, the above data is for 21 Assets (16 location under High water stress region).

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

- Yes, The British Standards Institution has carried out the independent assurance.

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

*Note: FY25 Categories included are Category 1, 2, 3, 4, 5, 6, 7 & 13

Parameter	unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1,55,068*	83,596
Total Scope 3 emissions per rupee of turnover	tCO ₂ e / Million ₹	6.87	4.36
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO ₂ e / thousand footfall	1.17	0.64

*Note: FY25 Categories included are Category 1, 2, 3, 4, 5, 6, 7 & 13

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

- Yes, The British Standards Institution has carried out the independent assurance.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
- Not Applicable, as Nexus Select does not have operations around ecologically sensitive areas
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	STP upgradation	The STP was upgraded from SBR technology to advanced MBBR technology to improve operational efficiency and wastewater treatment performance. MBBR technology provides: <ul style="list-style-type: none"> - Higher treatment efficiency compared to SBR - Capability to handle varying wastewater loads - Consistent effluent quality - Reduced space requirement - Optimized reuse of treated water for flushing, gardening, and HVAC make-up water 	Water Savings per Annum = ~65,000 KL per Year Estimated Cost Savings per Annum = ₹40,95,000
2.	Assessment to Install Retrofit Emission Control Device (RECD)	Retrofitting emission control devices (RECD) on existing diesel generator sets provides substantial environmental and operational benefits by: <ul style="list-style-type: none"> - Reducing CO₂-equivalent (CO₂e) emissions by improving combustion efficiency - Capturing particulate matter (PM) and unburned hydrocarbons - Cutting harmful pollutants like PM and carbon monoxide (CO) by up to 90% - Lowering fuel consumption per unit of power output - Enhancing air quality and promoting public health 	This initiative will support Nexus Malls compliance with stringent emission norms and further their corporate sustainability goals.
3.	Application of COOLX Nano Heat Reflective Glass Coating	The application of COOLX Nano Heat Reflective Glass Coating was undertaken to reduce solar heat load and improve indoor comfort levels. This coating reflects solar radiation and reduces heat transfer through the glass.	Reduction in temperature by 7°C with respect to external temperature Current food court temperature below the skylight area is maintained at 26.5°C compared to the previous 35°C Reduced cooling load on the HVAC system leading to energy savings

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Yes, Nexus Select has business continuity and disaster management plan for all the assets in FY25.
6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard
- Not Applicable
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- Not Applicable
8. How many Green Credits have been generated or procured:
 - a. By the listed entity: Not Applicable
 - b. By the top ten (in terms of value of purchases and sales respectively) value chain partners: Not Applicable

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

Essential Indicators

1.
 - a. Number of affiliations with trade and industry chambers/associations.
- Nexus Select has 7 affiliations with trade and industry chambers / associations
 - b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Shopping Centres Association of India (SCAI)	National
2	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	Retailers Association of India (RAI)	National
4	Indian REITs Association	National
5	Confederation of Indian Industry (CII)	National
6	Indian Green Building Council (IGBC)	National
7	National Safety Council	National

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

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

Leadership Indicators

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

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Y/N)?	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			NA		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

Note: Nexus Select is in the business of acquiring already constructed and operational assets and effectively incorporates social considerations during its due diligence process when acquiring such assets.

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

- Describe the mechanisms to receive and redress grievances of the community.
- Nexus Select has publicly accessible Investors & Other Stakeholders Grievance Redressal Policy and Stakeholder Engagement Policy. These policies outline a specific process for addressing grievances from external stakeholders, including local communities near our malls. The policies ensure regular communication and a feedback system to understand and promptly address key issues.

The process adopted by Nexus Select to identify and handle grievances from local communities are as follows:

Local communities can raise grievances verbally or in writing with either the leasing or operations or compliance department of the Manager.

- In case of no resolution is provided to satisfaction of the grievant, the Secretary of the Environmental Social and Governance Committee of the Manager forwards such grievances to the ESG Committee on a quarterly basis, along with suitable justification on delay or unsuccessful resolution
- The ESG Committee reviews and resolves the matter in its next meeting, and the Committee Secretary then informs local communities of decision.
- For any unresolved or unsatisfactorily resolved grievance, local communities may take appropriate action according to the law or terms of any signed agreement, if applicable.
- If a grievance is determined to be without merit, Nexus offers a clear explanation to the complainant.
- Upon grievance resolution, complainant is provided with a formal response detailing the resolution. If there is a delay in resolving the issue, Nexus Select keeps the complainant regularly updated on the progress.
- Nexus Select effectively monitors, reports, and evaluates its Grievance Redressal Mechanism by tracking metrics, including the number of grievances received (categorized by source), the number of open grievances, the number of closed grievances, and the number of grievances pending resolution.
- Nexus Select keeps these monitoring records internally and any sharing of this information with stakeholders is at the sole discretion of the Managers.
- Nexus also ensures that dedicated representatives are available on-site for local communities to contact if needed. Local communities can also reach out to us via our dedicated website at nexusselecttrust.com/contact.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/small producers	Nil	Nil
Directly from within India	100%	100%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	0%	Nil
Semi-urban	0%	Nil
Urban	18%	9%
Metropolitan	82%	91%

Note: Nexus Select's operations are entirely present in urban and metropolitan regions.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount Spent (In INR)
NA			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- No
- (b) From which marginalized /vulnerable groups do you procure?
- Not Applicable
- (c) What percentage of total procurement (by value) does it constitute?
- Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
NA				

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

Name of authority	Brief of the Case	Corrective action taken
NA		

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Lakes of Happyness	~ 30,000	NA
2	Community Development Parks / pavement rejuvenation	~20,000	NA

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
3	Happyness for HER	~ 100,000	NA
4	Olympics - Athlete and Para Athlete Support	2	NA
5	Education	1,000	NA
6	Health and Wellness - Cancer Patients / PWD's	15	NA
7	Tree Plantation	NA	NA

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 - Nexus Select has adopted publicly accessible Investors & Other Stakeholders Grievance Redressal Policy and Stakeholder Engagement Policy that provides a detailed procedure for redressal of grievances received from external stakeholders including customers to ensure and maintain periodic communication channels with a feedback mechanism that understands their key issues and addresses the same in a prompt manner. The procedure to address grievances as received from customers are as follows:
 - Customers can raise grievances verbally or in writing with either the leasing or operations or compliance department of the Manager
 - In case there is no resolution provided to such grievances to the satisfaction of the grievant, they are forwarded to ESG Committee on quarterly basis, along with suitable justification on delay or unsuccessful resolution
 - The ESG Committee considers and concludes/resolves the same in its ensuing meeting and the Secretary to the Committee communicates the same to local communities
 - For any unresolved grievance or unsatisfactory resolution to the grievance, customers may at their discretion, take necessary steps as per the statute or the binding provisions of Agreement signed, if any.
 - In case a grievance is found to have no merit, Nexus Select provides a clear explanation to the grievant.
 - Once the identified grievance is resolved, a formal response that details its resolution is provided to the grievant. In case the resolution is delayed, Nexus Select provides the grievant with regular updates on progress towards resolution.
 - Nexus Select effectively monitors, report and evaluates its Grievance Redressal Mechanism by including (but not be limiting to) number of grievances received (as per source of grievance), number of open grievances, number of closed grievances and number of grievances pending for resolution.
 - Nexus Select records and maintains such monitoring records internally. Sharing of such information with customers shall be at the sole discretion of the Managers.
 - Additionally, Nexus Select ensures that dedicated representatives are available within asset premises for customers to contact if needed and customers can also connect with Nexus Select through website at nexusselecttrust.com/contact.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

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

Number	Reasons for recall
Voluntary recalls	Not Applicable as Nexus Select operates in the service industry.
Forced recalls	

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

- Yes, Nexus Select has adopted a dedicated and publicly accessible Cyber Security Policy that prioritizes effective data management and robust cybersecurity measures towards combatting any data-related risks. All systems and enterprise-wide information are safeguarded to prevent any IT breaches. Annual trainings on 'Best Practices' are conducted which cover internal and external data management. New joiners are also required to submit a declaration of their compliance with the norms for acceptable use of the data that they might use or have access to. Nexus Select also conducts Vulnerability Assessment and Penetration Testing (VAPT), third-party audits on security systems, monthly phishing exercises and email awareness campaigns to refresh employees' understanding and knowledge of potential cybersecurity risks. A clearly defined escalation process is in place in case employees detect anything suspicious.

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

S. No.	Topic	Corrective Actions
1.	Advertising	NA
2.	Delivery of essential services	NA
3.	Cybersecurity & Data Privacy	NA
4.	Product Recalls	NA
5.	Product safety/Services	NA

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Nil

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
- Not applicable
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
- Not applicable
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
- Not applicable
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Not applicable