

Make Living Better

Sustainability
Report 2023-24



Contents

About the Report	2
Reporting Scope and Boundary	2
Feedback & Queries	3

Message from the Chairman	3
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My Home Company Overview	3
Overview of Business Activities	3
Board and Management	4
Present Portfolio	5
Past Projects Delivered	6
Key Highlights for the year	7
Awards for the Company	8
Project Safety Recognitions	9
Project Certifications	10
Industry Collaboration	11

Sustainability at My Home	12
Sustainability Management	12
Sustainability RoadMap	13
Sustainability Strategy	14

Care for the People	16
Management Approach	16
Corporate Governance Framework	17
Economic Performance	18
Supply Chain	18
CSR	19
Training & Development	20
Health and Safety	21
Wellbeing	22

Care for the Planet	23
Management Approach	23
Green Building	24
Carbon	26
Waste	28
Water	30
Go Digital	33
Biodiversity	34

GRI Content Index and SDG Alignment	36
------------------------------------------------	-----------



About the Report

We are pleased to announce a significant milestone on our journey towards a more sustainable future – the publication of our first ever Sustainability Report. Since our founding in 1981, My Home Group has been driven by the motto “Make Living Better.” This report reflects our commitment to extending that philosophy to encompass environmental, social, and governance (ESG) best practices.

This comprehensive report champions our commitment to sustainability. It empowers stakeholders and investors with a

clear view of our environmental and social impact, alongside the ambitious goals we’ve set to mitigate them. Prepared in reference to the GRI Standards, the report details our ESG initiatives - from our sustainability goals to the concrete strategies we’re implementing to achieve a clean, sustainable future.

We are delighted to showcase our progress and reiterate our dedication to continuous improvement. This report marks the inception of our journey towards a more sustainable future.

Reporting Scope and Boundary

The Scope of this report is limited to disseminating information on the material sustainable topics only. The reporting boundary covers the following assets under the operational control of **My Home Constructions Pvt. Ltd.** and its subsidiaries.

Type of asset	Asset	Location
Assets Operational	My Home Twitza	Hyderabad, Telangana
	The Skyview (a 50:50 partnership asset between My Home and RMZ Corp)	Hyderabad, Telangana
Assets in Development	My Home Grava Ph 1A (Commercial project)	Hyderabad, Telangana
	My Home 99	Hyderabad, Telangana
	Grava Residencies	Hyderabad, Telangana
	My Home Sayuk	Hyderabad, Telangana
	My Home Nishada	Hyderabad, Telangana
	My Home Raka	Hyderabad, Telangana
	My Home APAS	Hyderabad, Telangana
	My Home Avali	Hyderabad, Telangana
	My Home Akrida	Hyderabad, Telangana
Production Facility	My Home Precast Unit	Hyderabad, Telangana

Feedback & Queries

Please feel free to reach us for any feedback and queries by writing to us at venugopalarao.s@myhomeconstructions.com



Message from the Chairman

As we navigate the path to sustainable development, My Home Group proudly declares its commitment to emerge as a front-runner in the Sustainable Built Environment. Since our inception in 1981, we have consistently pioneered advancements in the real estate industry in Hyderabad, guided by our core values of “Care for the People” and “Care for the Planet.” Over the course of more than four decades, our journey has been characterized by dedication to quality, reliability, integrity, and sustainable living, as well as the creation of long-term business plans to achieve the vision upto 2070.

My Home Group remains dedicated to accelerating efforts to balance societal challenges with corporate growth. Our commitment to Environmental, Social, and Governance (ESG) management is ingrained in the belief that, global environmental issues is a crucial driver for enhancing business competitiveness.

Moving forward, we pledge to align every aspect of My Home Group’s growth and development with positive contributions to society. Our aspiration is to be recognized as a real estate leader and India’s pre-eminent sustainable company, earning the trust and confidence of our stakeholders and community.

Together, let us work towards a sustainable future where our actions today create a lasting and positive impact on the world around us.



MYHOME Company Overview

From Humble Beginnings to Real Estate Leader

Overview of Business Activities

Board and Management

Present Portfolio

Past Projects Delivered

Key Highlights for the Year

Awards for the Company

Project Safety Recognitions

Project Certifications

Industry Collaboration

From Humble Beginnings to Real Estate Leader

Embarked on a journey set in motion by Dr. Rameswar Rao Jupally, a doctor by profession, in 1981, who took a small step forward and started a real estate company. The company has now established itself as a real estate powerhouse, crafting world-class residential and commercial spaces using cutting-edge technology and infrastructure.

Today, My Home boasts a massive portfolio exceeding 50 million square feet of assets, including ongoing projects. This feat is made possible by our unwavering commitment to delivering exceptional quality, adhering to rigorous time constraints, optimizing cost structures, and fostering a deep sense of trust with our valued clientele.

Overview of Business Activities

My Home Constructions Pvt. Ltd., a subsidiary of the My Home Group, a privately owned enterprise specialized in the development of Residential and Commercial Real estate properties focussed in the Hyderabad area of Telangana.

Buoyed by our unwavering dedication to customer service and a resolute commitment maintained over the past four decades, we have established ourselves as a vanguard in the Hyderabad real estate market.

Shaping Hyderabad's Skyline: A Legacy of Innovation and Growth

With a remarkable track record of delivering over 25 residential and commercial properties, totalling more than 37 million square feet of built area, we are a leading developer committed to shaping Hyderabad's skyline. Our focus has always been on creating exceptional living and working spaces.

Profitability and a Strong Future Outlook

Our focus on large-scale projects not only strengthens our capabilities but also ensures the long-term profitability of our endeavours. By creating these large-scale developments, we are confident in delivering exceptional value to our investors and stakeholders.

Building the Future: Mega Projects and Sustainable Growth

We are now strategically positioned for even greater accomplishments. Our vision for the future lies in developing large-scale commercial and residential projects that enhance and preserve long-term value. This includes building cutting-edge mega office parks and integrated townships that cater to the evolving needs of modern Hyderabad.

Pioneering Efficiency: Leading the Way in Precast Construction

To expedite the construction process and to meet our stringent quality commitments we have also invested in an advanced Pre-Cast manufacturing facility with a capacity of 5 million sq. ft/year and Production capacity of 400 CuM/Day. My Home Group's precast unit, one of the largest in India, stands as a testament to innovation and efficiency. Built in collaboration with Elematic, a global leader in precast technology, this custom-designed facility utilizes automation to manufacture high-quality precast elements for projects like My Home Grava. This method not only reduces construction time and manpower needs but also offers superior quality and sustainability compared to traditional methods. With a growing demand for faster construction in India, My Home Group's precast plant positions them at the forefront of a revolutionary building technology.

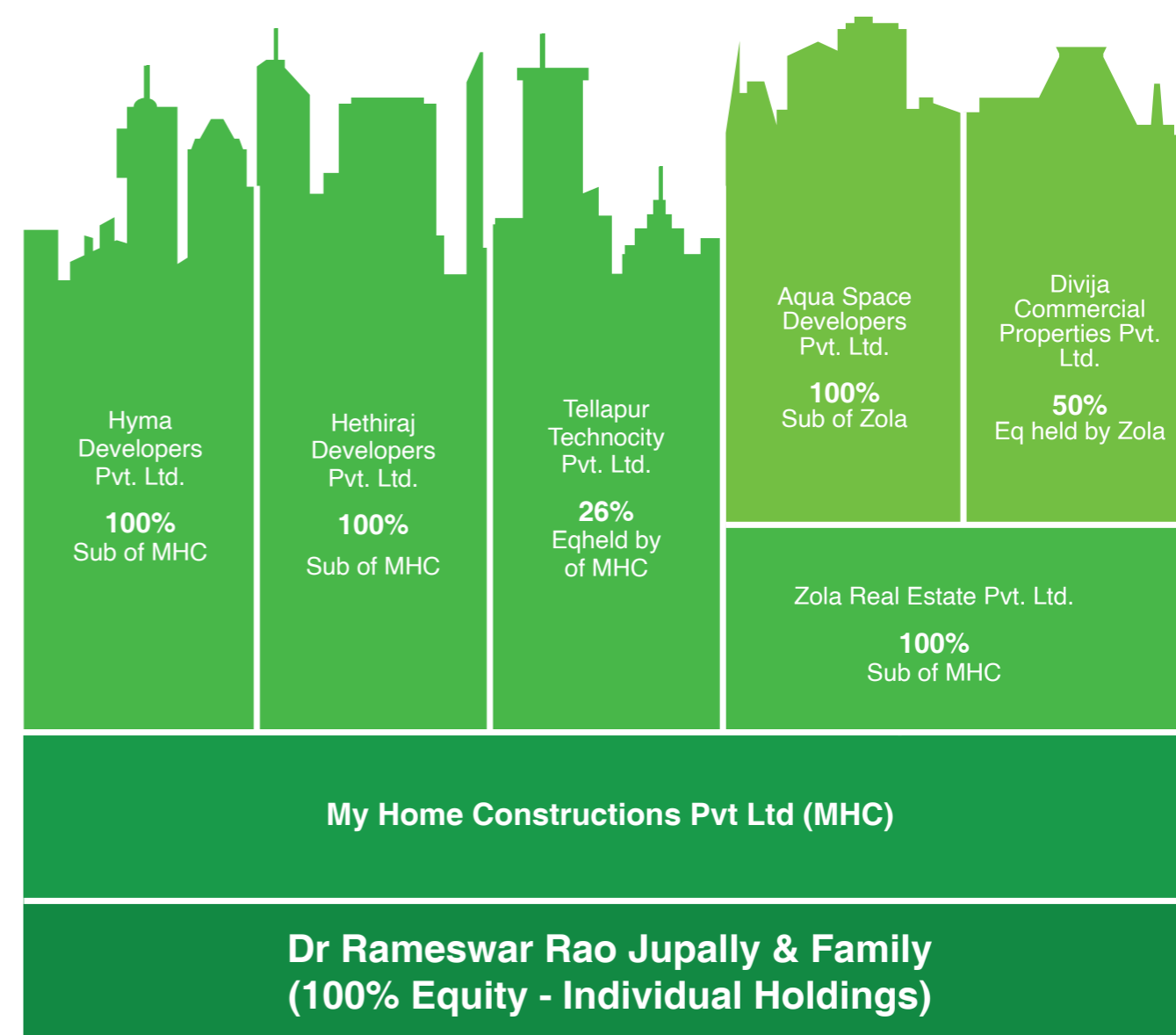
Landscape Build: Fuelling Our Ambitious Agenda

We are well-equipped to turn our vision into reality. We have completed and delivered a total built-up area of 37 million square feet provides a strong foundation for our development agenda. This, coupled with our robust pipeline of 32 million square feet of projects currently under development and another 10 million square feet in the pipeline, signifies our unwavering commitment to the city's growth.

Our success in real estate development has led our group to expand into new sectors like Cement, Power, Education and Consultancy all operating under the My Home group. Our other ventures are,

1. Maha Cements (My Home Industries Pvt. Ltd.) – Fourth Largest cement manufacturer in South India with manufacturing facilities in Andhra Pradesh, Telangana, and Tamil Nadu. And our products, such as Portland Pozzolana Cement (PPC) and Portland Slag Cement (PSC), are GreenPro certified, sourced from various plants operated by My Home Industries Private Limited.
2. Abja Power (Abja Power Private Limited (APPL) and My Home Power Consultancy Services Pvt. Ltd. (MHPCSPL)) – APPL is a EPC with expertise in building Coal Based Power plants, WHR based Power Plants, Solar Power Plants, Coal and Power Trading.

MHPCSPL is specialized in providing integrated energy solution, Energy Management Solutions, Engineering and Consultancy Services and O&M Services for Power plants.



Board and Management

The Board of My home Constructions Limited is composed of a team of distinguished directors, led by the visionary Chairman Dr. Rameswar Rao J., who founded the company in 1981. Under his leadership, the company has seen significant growth and has become a trusted name in the Hyderabad real-estate market. The Managing Director, Mr. J. Shyam Rao, along with the other whole-time directors, plays a crucial role in steering the company towards new heights of success. The Board benefits from the stalwart guidance of a seasoned real estate professionals of the management committee, boasting unparalleled expertise within the Hyderabad market.

BOARD:



Shri Rameswar Rao Jupally – Chairman

Dr. Rameswar Rao Jupally, a Graduate in Science and Doctor in Homeopathic Medicine and Surgery (DHMS), is the founder of the My Home Group. Rising from modest beginnings, he became a prominent figure in Hyderabad's realty and cement sectors. His journey began with a small but pivotal real estate investment in 1979. This initial success ignited a career shift, leading him to establish My Home Group.

Jupally, however, is more than just a businessman. A man of deep spirituality, he prioritizes values beyond financial gain. Daily religious practices and social work, undertaken through the Jeeyar Educational Trust, keep him grounded despite his achievements. This dedication to philanthropy reflects his commitment to giving back to the community.



Shri Jupally Shyam Rao – Managing Director

Mr. J. Shyam Rao did M. Sc. (Accounting and Finance) from Manchester Business School, UK. He joined My Home Constructions Private Limited board in April 2010. He served as an Executive Director for more than six years and took charge as Managing Director from August 2016. His meticulous planning played an important role in launching 5 major projects of 17mn sft built up area including Hyderabad's most luxurious residential project My Home 'Bhooja'. He also serves as a Board member for My Home Industries Pvt. Ltd.



Shri Jupally Ranjith Rao – Director

Engineering graduate (BE) with specialization in Mechanical & Industrial Production Engineering and a postgraduate in international business and management from Manchester Business School, United Kingdom. He has been the Managing Director of Maha Cements since 2010 and under his dynamic leadership, the company has seen rapid market expansion. He was also associated with CRH Plc, Ireland, for a period of about 2 years.



Shri Jupally Ramu Rao – Whole-Time Director

Engineering Graduate with specialization in Electronic & Electrical Engineering (EEE) and also a postgraduate in business administration from Manchester Business School, United Kingdom with specialization in Business Management. He has served as director in various companies, including as a whole-time director of Theja Energy Limited, Hyderabad.

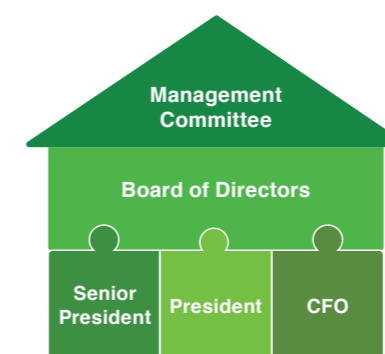


Shri Jupally Vinod – Director

Mr. J. Vinod is having master's degree in business management. Serving as a Director from 2008. He has 15 years of rich experience in corporate matters.

MANAGEMENT COMMITTEE

The Management Committee is composed of senior management leaders who oversee the company's daily operations. They work closely with the Board of Directors, carrying out the Board's long-term vision by making day-to-day decisions.



Shri MK Ravi Sai – Senior Vice President, Projects

Mr. M K Ravi Sai is a highly experienced construction professional with an M.Tech from IIT Madras and 41 years of experience, including 30 years in the Middle East, leading large teams and managing prestigious projects across oil & gas, power, and high-rise buildings. Proven expertise in international construction methodologies, safety protocols, and quality management systems (ISO certified Lead Auditor).



Shri AS Rao – Chief Financial Officer

Mr. A Srinivasa Rao is a chartered accountant with more than 3 decades of experience. He worked with various companies which were into Electronics, paper, cement manufacturing, oil and gas and currently working in MHCPL as CFO since 2008. He specialised in Taxation & Treasury, Business Strategy, Mergers & Acquisitions etc., With thorough fundamental knowledge in Finance and Accounts he always plays pivotal role in the growth of organisations associated with.



Shri Krishna Rao – President

Mr. M.V. Krishna Rao has extensive experience in various industries, including real estate, retail, and FMCG. M.V. Krishna currently serves as the President - Commercial, Retail & Residential Real Estate at My Home Constructions since 2020. Prior to this, they held various leadership positions such as Head of Leasing & Operations at L&T Realty from 2015 to 2019, Vice President at Old Mutual South Africa from 2013 to 2014, and Associate Vice President at PHOENIX GROUP from 2012 to 2013. Before entering the real estate industry, Rao was the General Manager of Mall Operations & Retail at Inorbit Malls India Pvt Ltd from 2007 to 2012 and the Regional Head of Retail - South India at ITC Limited from 2006 to 2007. M.V. Krishna also gained valuable retail experience during their tenure as Retail Head - South & Key Accounts Manager at Zodiac Clothing Company Ltd from 1996 to 2006.

Present Portfolio

Type of Asset	Asset	Type	Built Up Area	Location
Assets Operational	My Home Twitza	Commercial	9,33,488.0	Hyderabad, Telangana
	The Skyview (a 50:50 partnership asset between My Home and RMZ Corp)	Commercial	31,64,403.6	Hyderabad, Telangana
Assets in Development	My Home Raka	Residential	7,01,914.6	Hyderabad, Telangana
	My Home APAS	Residential	41,52,830.1	Hyderabad, Telangana
	My Home Grava Ph 1A	Commercial	41,75,643.8	Hyderabad, Telangana
	My Home 99	Residential	9,10,473.3	Hyderabad, Telangana
	Grava Residencies	Residential	66,40,251.0	Hyderabad, Telangana
	My Home Sayuk	Residential	67,16,921.0	Hyderabad, Telangana
	My Home Avali	Residential	24,12,267.0	Hyderabad, Telangana
	My Home Nishada	Residential	54,50,236.0	Hyderabad, Telangana

Past Projects Delivered

Asset	Type	Built Up Area
My Home Tarkshya	Residential	14,15,180.00
My Home Mangala	Residential	28,80,615.00
My Home Krishe	Residential	12,75,950.00
My Home Bhooja	Residential	51,06,499.00
My Home Avatar	Residential	42,97,720.00
My Home Vihanga	Residential	35,17,070.00
My Home Abhra	Residential	10,92,710.00
My Home Jewel	Residential	31,57,278.00
My Home Navadeepa	Residential	10,75,783.00
My Home Rainbow	Residential	3,02,557.00
My Home Madhuban	Residential	1,25,000.00
My Home Fernhill	Residential	53,750.00
My Home Gardenia	Residential	54,190.00
My Home Hill View	Residential	65,000.00
My Home Lakshmi Niva	Residential	66,700.00
My Home Manjari	Residential	60,000.00
My Home J.M.Apartments	Residential	40,000.00
My Home Tycoon	Commercial	3,20,000.00
My Home Sarovar	Commercial	1,50,000.00
My Home Jupally	Commercial	30,000.00



Key Highlights for the Year



Great Place to Work™

We are proud to announce that Hyma Developers Pvt. Ltd., a subsidiary of My Home Constructions, has been certified as a Great Place to Work™ for 2024. This prestigious recognition reflects the incredible trust and positive experiences our employees have in us. Earning this certification is a testament to our commitment to fostering a work environment that prioritizes employee well-being, professional growth, and a strong sense of community.



IGBC GREEN CHAMPION

In recognition of our pioneering efforts, we are honoured to receive the 'Developer Leading the Green Homes Movement in India' award by IGBC at the 10th Green Building Congress (2023). This prestigious recognition underscores our unwavering commitment to shaping a sustainable future for the real estate sector through innovation and technology.



CII CDT

Best Innovative Digital Excellence (BIM) - 2023

We're excited to be recognized by the prestigious CII-Tata Communications Centre for Digital Transformation with the DX Award for 'Best Innovative Digital Excellence.' This award celebrates our successful implementation of advanced digital products, 7D BIM Asset Management and SmartCheck applications, at My Home Twitza. It's a testament to our ongoing commitment to driving the real estate industry forward through cutting-edge digital solutions.



Because Experience Counts

BRITISH SAFETY COUNCIL

My Home Grava takes immense pride in achieving a 5-Star Rating for Health and Safety Management from the prestigious British Safety Council. This recognition signifies our unwavering commitment to the well-being of our stakeholders, including residents, employees, and partners. The rigorous 5-star safety audit, encompassing over 50 health and safety elements, demonstrates our dedication to creating a secure and healthy environment. By prioritizing safety, My Home Grava establishes itself as a leader in responsible property management, making it a desirable choice for those who value a secure and well-maintained living or working space.



TFMC

We're honoured to receive the 'Fostering Leader in Sustainability 2023' award from the Telangana Facility Management Council, a respected organization representing the industry in Telangana. This recognition celebrates our unwavering commitment to sustainable practices at our Twitza IT park. By prioritizing sustainability, we're not only creating a greener environment but also fostering a future-proof development for our clients, making Twitza IT park an attractive proposition for environmentally conscious businesses.



Awards for the Company

Our commitment to sustainable and responsible development has been recognized by numerous prestigious awards. We are particularly proud of being named the IGBC Green Champion for “Developer leading the green building movement in India – Residential Sector”. This, along with LEED certification for over 8 million square feet and WELL certification for 4 million square feet of assets, underscores our leadership in creating healthy and environmentally friendly living spaces.

Our achievements extend beyond green building, with awards acknowledging our dedication to worker safety (National HSE Award, Best Management Award) and innovation (Innovation Day Buildings of the Future). These accolades, including recognitions for regional leadership and international safety standards, solidify our position as a frontrunner in responsible real estate development.



National HSE Award (Construction Sector) – 10th Global Safety Summit – 2023



IGBC Green Champion Award under the Category of “Developer leading the green building movement in India (Residential) ‘Green Champion Award’ for ‘Developer leading the Green Homes Movement in India’ by Indian Green Building Council’23



Awarded the WELL certification for 4M square feet.



Innovation Day Buildings of the Future - by Schneider Electric’2022



Most Reputed name in Indian “Architecture & Interior Designing Segment” ,2022 by Eldrok India awards
Leading Real Estate Developers in Hyderabad Metropolitan Region – Eldrok India Architecture Awards 2022



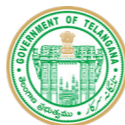
Awarded the LEED certification for 8.47M square feet.



International Safety Award (Construction Sector) – Global Safety Summit’23, World Safety Forum



Great Place to Work (Hyma Developers Pvt. Ltd.), 2024



Best Management Award - Telangana Government Authority for welfare and well-being of workers’2022

Project Safety Recognitions

Our meticulous project management and unwavering commitment to safety were instrumental in securing a multitude of prestigious awards. Recognition came for numerous projects including Tarkshya, and more, culminating in the National HSE Award (Construction Sector). This award highlights our dedication to creating a safe work environment across diverse projects. Furthermore, the 5-star Safety Rating for the Grava project from the British Safety Council, demonstrate our ability to achieve exceptional safety standards on a global scale.

Our commitment extends beyond just adherence to regulations, as evidenced by the CIDC Vishwakarma Award for Grava, Nishada, and Sayuk projects. This award acknowledges our innovative safety practices that contribute not only to worker well-being, but also to project efficiency and environmental responsibility, as exemplified by the Green Award for the Twitza project and the Service Excellence award for its overall management.

Award	Asset
National HSE Award (Construction Sector) – 9 th Global Safety Summit’ 2022	Tarkshya
	Bhooja
	Grava
	Krishe
	Mangala
	Twitza
5-star Safety Rating from British Safety Council	Precast plant
	Grava
CIDC Vishwakarma Award, 2023	Grava
	Nishada
	Sayuk
Green Award by Telangana facilities management council, 2023	Twitza
Service Excellence award by Telangana facilities management council, 2023	Twitza

Project Certifications

Setting the benchmark for sustainable development, we are proud to be a leader in green building practices. All our projects achieve a minimum IGBC Gold certification, demonstrating a rigorous commitment to environmental responsibility. This dedication extends beyond regional

recognition, with our portfolio boasting prestigious certifications like LEED and WELL. By prioritizing energy efficiency, water conservation, and occupant health, we create not only stunning living spaces, but also sustainable environments for a greener future.

Site	Certification	Rating
The Skyview	LEED – Core and Shell Development	Gold
The Skyview	WELL - HSR	Certified
The Skyview 20	LEED – O&M	Platinum
The Skyview 10	LEED – O&M	Gold
My Home – Grava	LEED – Design and Construction, Core and Shell Development – Pre-certified	Platinum
My Home – Precast Unit	LEED – O&M	Gold
My Home – Twitza	LEED – O&M	Platinum
	IGBC – Green New Buildings Rating	Gold
My Home – Nishada	IGBC – Green Home Ratings (Pre-Certification)	Platinum
My Home – MH99	IGBC – Green Home Ratings (Pre-Certification)	Platinum
My Home – Sayuk	IGBC – Green Home Ratings (Pre-Certification)	Gold
My Home – APAS	IGBC – Green Home Ratings (Pre-Certification)	Gold



Industry Collaboration

In our commitment to sustainable development, we actively foster collaboration with several market leaders in the Real estate development sector to synergise the expertise, streamline processes, Mitigate Risks, improve operational efficiencies and benefit from the economy of scale.



IGBC Founding Member

Being a founding member of the Indian Green Building Council (IGBC) from February 2023, we are committed to giving back to nature by meeting sustainability needs and constantly striving to incorporate green measures in all its possible avenues.



Associate of Consulting Civil Engineers

Association of Consulting Civil Engineers (India) [ACCE(I)] was found and registered under the society act in 1985 by a group of consulting civil engineers from Bangalore. With its headquarters at Bangalore, ACCE has a pan India presence with 5000+ members associated with 22 centres. ACCE(I) conducts regular activities in all its centres across the nation



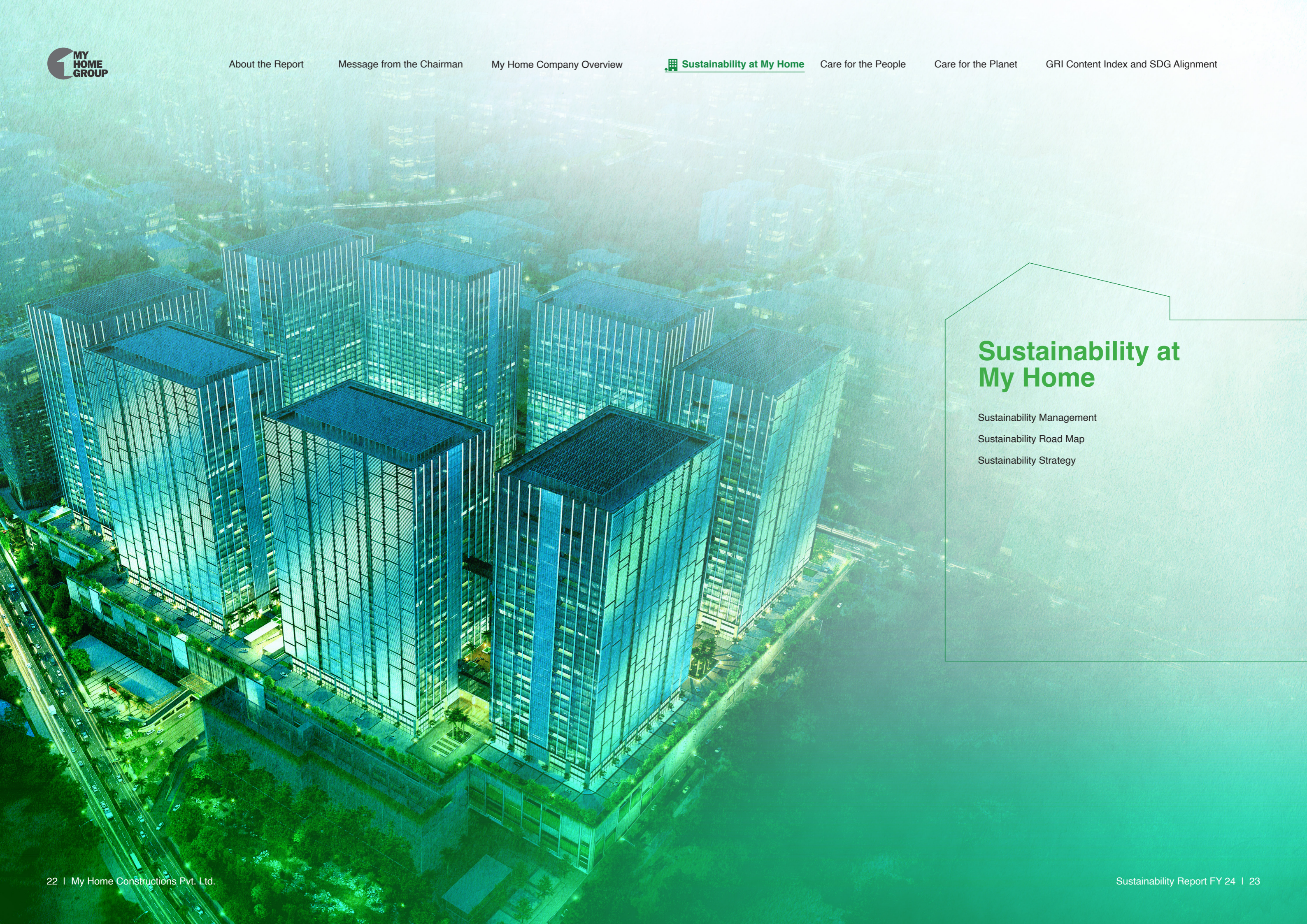
Telangana Real Estate Developers Association (TREDA)

My Home is an active associate member of TREDA, a long-standing Telangana real estate developer association, who advocates for the Real estate industry with the government. They contribute to policy development and efficient service delivery.



Confederation of Real Estate Developers' Associations of India (CREDAI):

MyHome, a founding member of CREDAI (India's national real estate association), is committed to upholding the industry's highest standards. Established in 1999, CREDAI advocates for developers, shaping policy and promoting a sustainable real estate ecosystem.



Sustainability at My Home

Sustainability Management

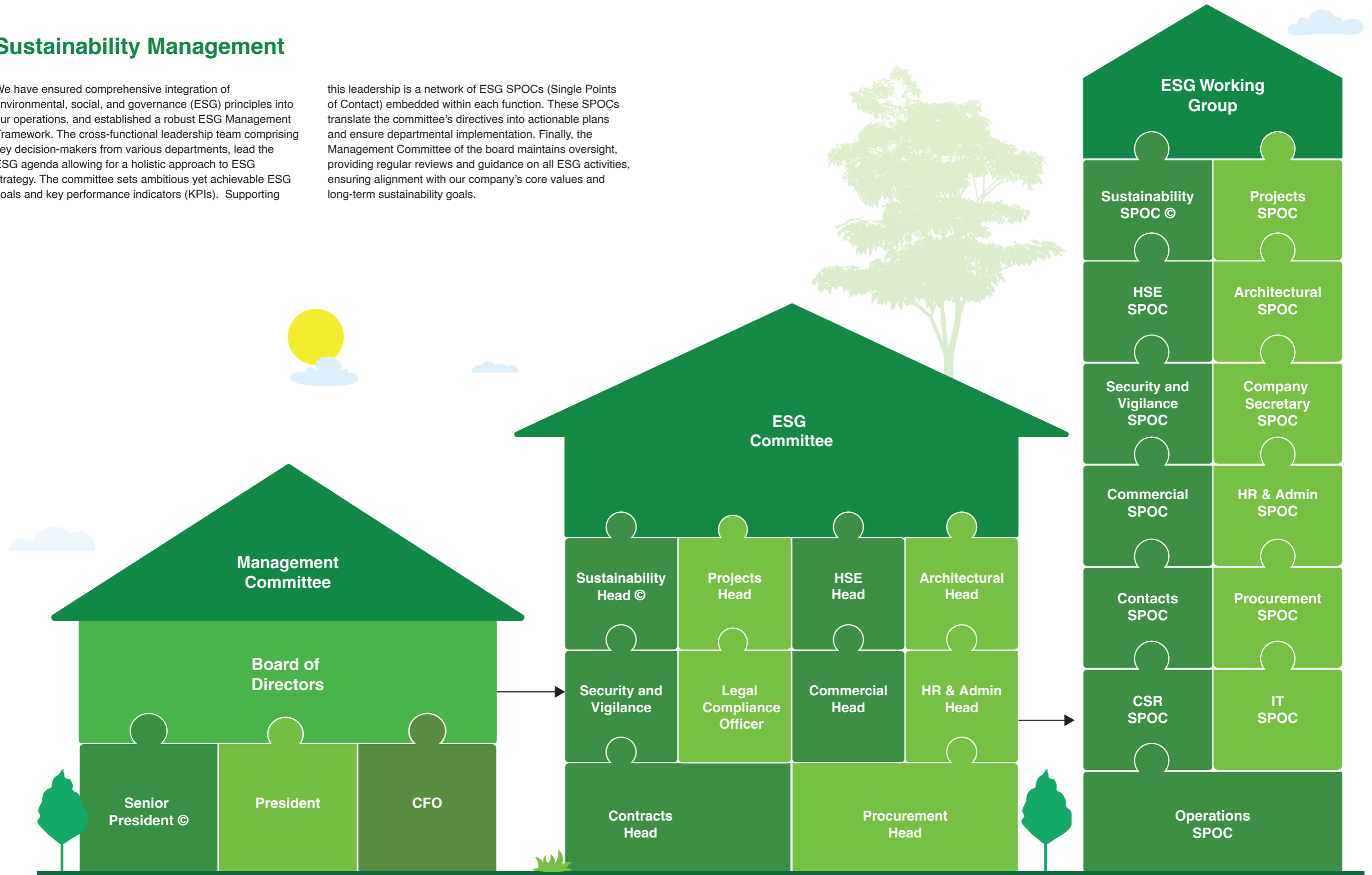
Sustainability Road Map

Sustainability Strategy

Sustainability Management

We have ensured comprehensive integration of environmental, social, and governance (ESG) principles into our operations, and established a robust ESG Management Framework. The cross-functional leadership team comprising key decision-makers from various departments, lead the ESG agenda allowing for a holistic approach to ESG strategy. The committee sets ambitious yet achievable ESG goals and key performance indicators (KPIs). Supporting

this leadership is a network of ESG SPOCs (Single Points of Contact) embedded within each function. These SPOCs translate the committee's directives into actionable plans and ensure departmental implementation. Finally, the Management Committee of the board maintains oversight, providing regular reviews and guidance on all ESG activities, ensuring alignment with our company's core values and long-term sustainability goals.



Sustainability Road Map

In our unwavering commitment to building a sustainable future, we've established a comprehensive set of goals that address both the immediate needs and long-term vision.

Our focus is: creating greener, healthier commercial spaces and fostering sustainable living in our residential projects.



Short-term Goals:

- Achieve net zero waste and water usage in commercial buildings by 2025.
- Achieve USGBC/IGBC LEED Gold/Platinum certification for commercial buildings in
 - Building Design & Construction
 - operations and maintenance
- Achieve IGBC Gold for Residential Design & Construction (standard)
- Achieve IGBC Platinum for Residential Design & Construction (Premium)



Mid-term Goals:

- GRESB ESG Benchmarking of Commercial assets by 2026.
- Achieve WELL Health & Safety certification for commercial buildings by 2027.



Long-term Goals:

- Net Zero Energy by 2030
- Achieve net zero carbon emissions,
 - 50% Target achievement by 2050
 - 100% Target achievement by 2070



Sustainability Strategy



Building a Sustainable Future: Our Commitment to People and the Planet

We believe in creating exceptional living and working spaces that prioritize both luxury and environmental responsibility. We understand that a sustainable future is not just desirable,

it's essential. That's why we're committed to integrating innovative and efficient solutions throughout every stage of development, from design and construction to ongoing operations.



Our Sustainability Vision is to

Develop Buildings that are both luxurious and environmentally conscious.

We are dedicated to pushing boundaries and demonstrating that luxury can coexist with sustainability.

Provide Sustainable Solutions in Design & Construction of Living or Working spaces that make "Life Better".

Our focus goes beyond aesthetics. We aim to create spaces that not only elevate your experience but also contribute to a healthier planet and a better quality of life.

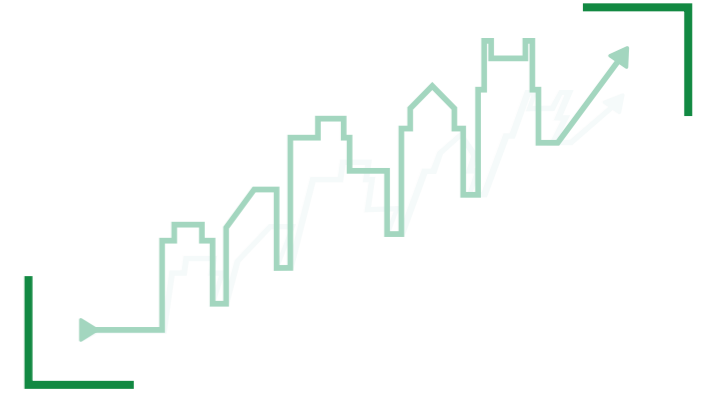
Emerge "My Home" as a Leader in Sustainable Built Environment.

We are driven to be at the forefront of sustainable building practices, setting a new standard for the industry.

Building a Foundation for Success: Our Core Values

Fuelled by a vision of shared prosperity, we strive to create a thriving and inclusive society for all. Through ethical and sustainable practices, we partner with stakeholders to build a greener future. Our commitment extends beyond the bottom

line, prioritizing social responsibility, improved quality of life, and a healthy work environment. Ultimately, we are driven by a desire for positive societal change, putting the well-being of people and the planet at the forefront of everything we do.



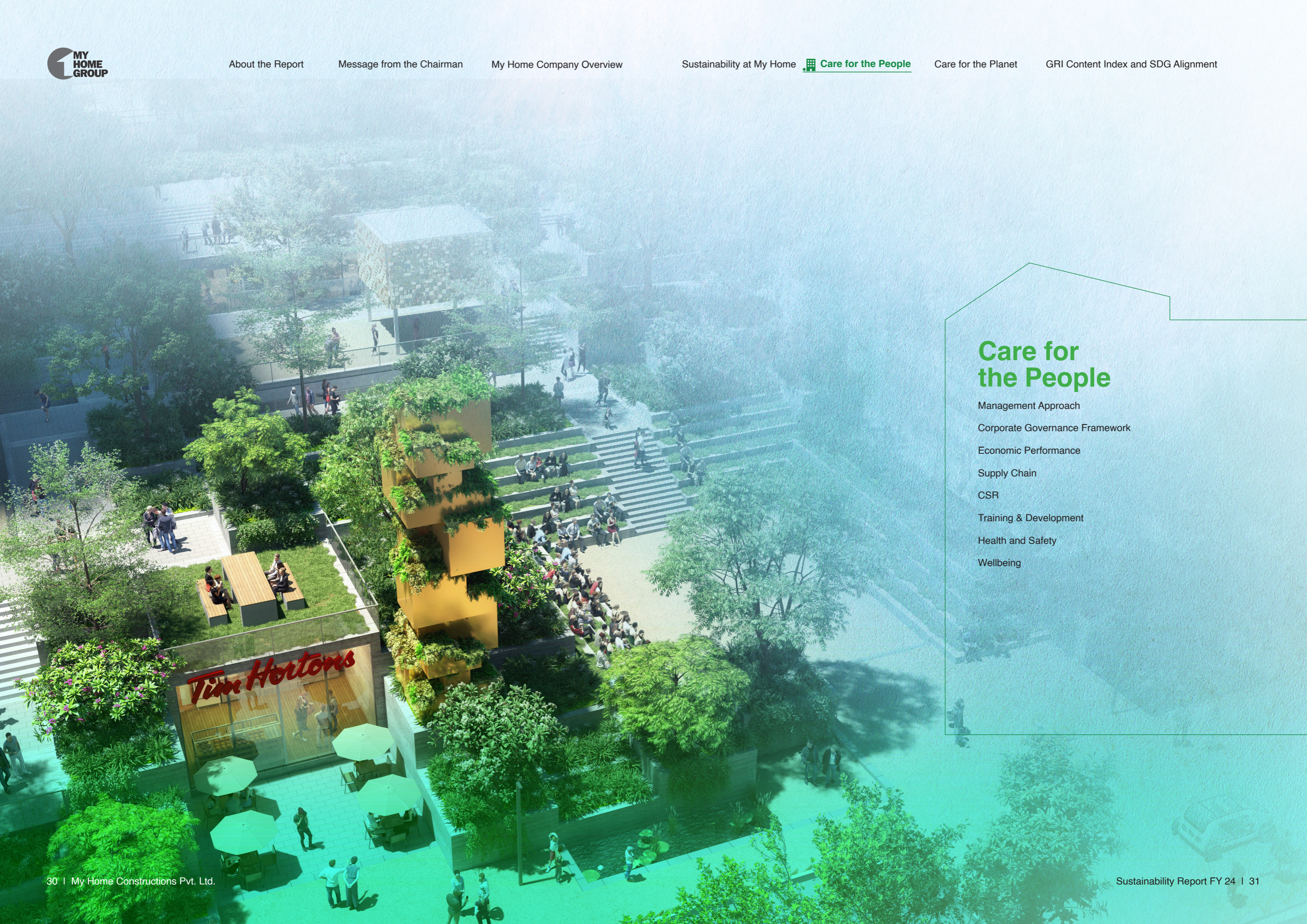
Care for the People:

We are driven by a long-term vision: to create value for every stakeholder and foster a diverse, inclusive, and secure society. We pursue sustainable growth with excellence and ethics and collaborate with stakeholders to develop green buildings. We emphasize social responsibility, life quality, community development, and workplace well-being.



Care for the Planet:

We innovate and design green solutions that are energy-efficient. We address climate risks and collaborate with partners to drive change. Our goal is to minimize carbon emissions while fostering efficiency, creativity, and innovation.



Care for the People

Management Approach

Corporate Governance Framework

Economic Performance

Supply Chain

CSR

Training & Development

Health and Safety

Wellbeing

Management Approach

My Home Group embraces a holistic management approach that places people at the heart of our operations.

Corporate Governance Framework

For over four decades, we've meticulously crafted a mature management system built on continuous learning. As a fully family-owned private entity, we prioritize complete transparency and uphold the highest ethical standards.

To ensure effective decision-making, our Board of Directors, led by the Chairman, convenes regularly to review key strategic matters. Further supporting efficient operations, the Board has established dedicated committees to oversee

various day-to-day functions.

To achieve our governance objectives efficiently and effectively, we have established a framework of functional, specific policies and well-defined roles. This Policy framework ensures everyone involved understands their responsibilities and how their actions contribute to achieving our overall goals.

Description	Type
HR	Code of Conduct
	DEI Policy
	Employee remuneration Policy
	Human Rights Policy
	POSH Policy
	Leave Policy
	LTA Policy
	Medical Health check-up policy
	Travel Policy - Domestic
	Foreign Travel policy
EHS	HSE Policy
	IMS Policy
CSR	CSR Policy
Procurement & Contracts	Sustainable Procurement Policy
	Supplier code of conduct
IT	Information Technology Policy and Procedures
	Data Protection and Privacy Policy
Vigilance	Vigilance Policy
Projects & Sustainability	ESG Policy

Economic Performance

Thriving in Hyderabad's Booming Market

Hyderabad's real estate market is experiencing explosive growth, surging at an impressive 49% year-over-year, is the second largest real estate market in India. Capitalizing on this strong demand, we've solidified our position as the city's largest real estate player. We are capable of meeting the ever-growing demand and delivering exceptional value to our customers.



Supply Chain

Building a Sustainable Future: Partnering for Progress

At My home, we understand the interconnectedness of our business and the environment. We are committed to fostering a responsible and sustainable real estate ecosystem throughout the entire lifecycle of our projects.

Collaboration for Impact:

We actively engage with a diverse network of supply chain partners. Recognizing the reciprocal impact we have on each other's businesses, we maintain open communication and regular engagement on Environmental, Social, and Governance (ESG) issues

Setting High Standards:

Right from onboarding, we set clear expectations through our Supplier Code of Conduct Policy.

This policy mandates that our partners:

- Operate in compliance with all applicable regulations.
- Uphold ethical business practices.
- Champion labor and human rights.
- Ensure safe working environments for their employees.
- Establish ambitious sustainability goals aligned with ours.
- Contribute positively to society through Corporate Social Responsibility (CSR) initiatives.

Going Beyond Compliance:

Our commitment extends beyond initial onboarding. We are actively developing a comprehensive supplier performance rating framework. This framework will evaluate our partners on a range of ESG and sustainability metrics, ensuring they share our values and contribute to our long-term goals.

Green Procurement: A Sustainable Choice

Guided by our Green Procurement Policy, we prioritize responsible purchasing decisions that consider the lifetime environmental impact of materials and services. This program emphasizes:

- Selection of energy-efficient and recyclable consumables.
- Sourcing of food staples and ingredients from within a 400-kilometer radius
- Preference for renewable and sustainable materials over fossil fuel-derived alternatives.

Through these initiatives, My home demonstrates its unwavering commitment to building a sustainable future for our business, our partners, and the environment.

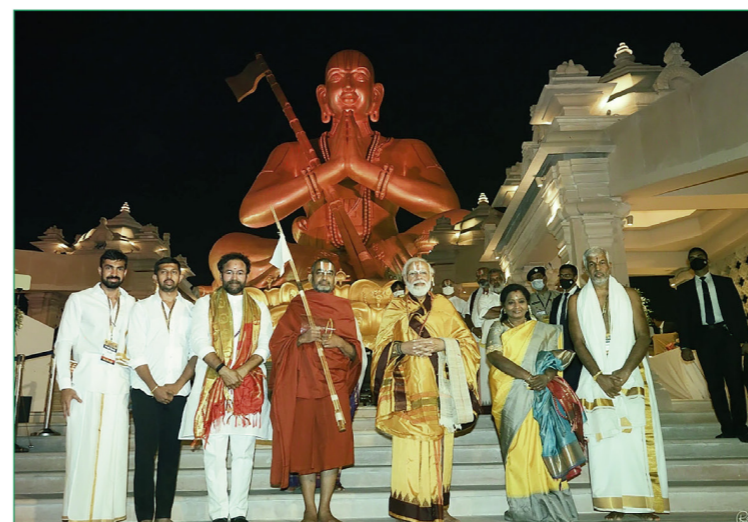


CSR

Originating from a humble farmer's family, our founder Dr. Rameshwar Rao is still connected to his roots. Driven by his commitments to give back to the society and aid in improving the quality of life to the people connected, my home group is contributing in the following areas,

- Education
- Spirituality
- Animal Welfare
- Healthcare and Sanitation
- Rural Development
- Farmer Empowerment

The CSR spent for the year 2023-24 is Rs. 817 lacs which is much higher than the regulatory requirement.



CSR Programs

Shikshaantra Plus

Under this programme, we are committed to support 100 students studying in upper primary school in Muchinthal, Telengana through Shikshaantra Plus, a holistic school transformation programme in partnership with Khushii (Kinship for Humanitarian, Social and Holistic Intervention in India) a non-government, Non-profit organization helping children complete school across India.

Jeeyar Integrated Vedic Academy (JIVA) Gurukulam

We are proud to support Jeeyar Integrated Vedic Academy (JIVA) Gurukula, was founded by HH Sri Tridandi Chinna Srimannarayana Ramanuja Jeeyar Swamiji in 2009 at Sri Ramanagar, Samshabad. JIVA provides students from all the communities 'Gurukul' style Vedic Education in addition to the regular school syllabus for children aged 8-14 years in classes 6th – 10th grades. The children are provided with Free Education, food, clothing, accommodations, and related curricular and extra-curricular activities.

Nethra Vidyalaya School for Blind

We also provide financial aid for improving the life of the blind children. Founded in 2001 by HH Sri Chinna Jeeyar Swamiji, Nethra Vidyalaya provides free of cost, quality education to the Economically backward blind students from Primary level to Senior College. The courses offered are accredited by the State Board of Education. The school has served more than 1860 students so far.

Ekalavya Grameena Vikas Foundation

We support Ekalavya Grameena Vikas Foundation (EGVF) that they are building a Self-sustainable, Eco friendly, Integrated Farming System that produces healthy farm produce, preserves soil fertility and improves farmers' incomes.

To reduce the time lag between generation of technology at the research institutions and its transfer to the farmer's field for increasing production, productivity and income from the agriculture and allied sectors on a sustained basis with emphasis on non-chemical methods of Soil fertility and Pest management.

Training & Development

At My Home Construction Pvt Ltd, we adopt a proactive approach in identifying training needs. Our strategy involves conducting thorough assessments of skill gaps and industry trends, leveraging inputs from employee feedback, performance evaluations, and industry benchmarks. We prioritize alignment with department objectives through regular discussions with internal stakeholders. Additionally, feedback from participants through forms and skill gap analyses through our Performance Management Systems (PMS) inform our training selection process. We also consider specific training requirements from top management.

Aligned with our Chairman's vision of "MAKE LIVING BETTER," we established the "My Home Knowledge Centre" on June 20th, 2022. Equipped with modern facilities, including a training hall, conference rooms, and pantry, this centre symbolizes our commitment to

employee development. We set annual training targets to ensure that each employee attends a minimum of three training sessions per year, aligning these targets with strategic objectives and individual development plans.

We effectively monitor our training initiatives, through the Jnan portal, developed by our internal IT team. This portal serves as a centralized platform for capturing and tracking learning and development activities. Through Jnan, we upload our training calendar based on Training Needs Analysis (TNA) and manage participant nominations seamlessly. Real-time insights into completed, ongoing, and pending training programs are provided through customizable dashboards. Furthermore, we adhere to the Kirkpatrick model for capturing and evaluating feedback, ensuring continuous improvement in our training effectiveness.

Training Modalities

Our training programs encompass various modalities to cater to diverse learning preferences. These include instructor-led training (ILT), workshops, seminars, and field visits. Internal sessions are led by Heads of Departments (HODs) or experienced professionals within our organization, while external programs feature insights from industry experts.

Our Offerings are categorized into:

- **Technical**
- **Behavioural**
- **Leadership domains**

with tailored programs designed for different employee cadres.



Inclusive Approach for Training Requirements

We at My Home, encourage an inclusive approach to identifying training needs. Employees, including contract workers, are welcome to express their requirements to the HR/Management team through a streamlined process. We've transitioned to digital feedback forms to collect participant insights anonymously, ensuring unbiased feedback. Transparent communication is maintained through the monthly circulation of training calendars, allowing employees to express interest in specific programs through email or the portal.

Our dedicated team oversees training initiatives, ensuring alignment with organizational goals and employee development plans. Responsibilities include planning and scheduling programs in collaboration with internal stakeholders, managing participant nominations, updating training records in the Jnan portal, and overseeing administrative tasks for the Knowledge Centre to ensure optimal functionality.

In the fiscal year 2023-24, a total of 13,816.5 manhours were achieved.

Investments in Training

Recognizing the importance of investing in training and skill development, we cover various costs, including meals, beverages, and refreshments for participants, compensation

for external faculty, salaries for L&D team members, housekeeping, and maintenance of training facilities.

Partnerships for Skill Development

We actively collaborate with industry partners, educational institutions, consultants, and training agencies to enhance our offerings. This collaborative approach enables us to provide specialized skill development programs and access expert trainers. Maintaining a comprehensive database of trainers facilitates future training planning and resource allocation.

Several training programs and initiatives are conducted to enhance employee skills across various domains. Covering topics such as Green Building Awareness, Project Planning, Quality Management, and Hazard Identification, these initiatives aim to meet the evolving needs of our organization and foster professional growth among our workforce.



My Home Knowledge Centre - Fostering Growth and Innovation

The My Home Knowledge Centre, inaugurated on June 20, 2022, at Tellapur, stands as a testament to My Home Construction Pvt Ltd's commitment to continuous learning and skill development. Spanning a site area of 1110.68 Sq. Mtr and a built-up area of 417.10 Sq. Mtr, the Knowledge Centre serves as a hub for professional development, aligning with the vision of our Chairman to "MAKE LIVING BETTER." By providing a diverse range of training programs, the Knowledge Centre enables employees to enhance their skills and knowledge across various domains. This investment in employee development has resulted in tangible benefits such as improved productivity, reduced skill gaps, and cost savings.

Moreover, the initiative has fostered intangible benefits including increased employee engagement, morale, and loyalty. The success of the Knowledge Centre is evident in its quantifiable impact, measured through Key Performance Indicators (KPIs) such as employee skill development and organizational performance enhancement. Through the Knowledge Centre, My Home Construction Pvt Ltd has not only strengthened its position in the industry but has also cultivated a culture of excellence and continuous improvement, driving organizational growth and innovation.



Health and Safety

At My Home Construction, worker safety is paramount. We leverage a robust safety management system (SMS) that prioritizes legal compliance and aligns with recognized risk management standards. This system encompasses all workers – employees, contractors, and temporary staff – across all project stages and locations.

Hazard Identification and Risk Management

Our systematic approach to hazard identification involves regular inspections and audits. Identified hazards are assessed using established methodologies to determine the likelihood and severity of potential incidents. We then implement a hierarchy of controls, prioritizing elimination and substitution of hazards, followed by engineering, administrative, and lastly, personal protective equipment (PPE).

Quality Assurance

Competent personnel, standardized operating procedures (SOPs), and regular reviews ensure the effectiveness of our hazard identification and risk management processes. SOPs detail these procedures, while regular reviews incorporate lessons learned, best practices, and changing regulations.

Performance Monitoring and Improvement

We monitor key performance indicators (KPIs) like incident rates, near misses, and compliance to identify areas for improvement. Additionally, any incident undergoes a thorough investigation to identify root causes and prevent recurrence. Regular management reviews analyze the effectiveness of the entire SMS.

Empowering a Culture of Safety

We encourage workers to report hazards through designated channels and direct communication with supervisors or safety representatives. Upon receiving a report, the safety team promptly evaluates the situation. If a significant risk is identified, work is stopped until resolved, and workers are reassigned or provided accommodations. We foster a culture of trust by protecting workers from reprisals for reporting hazards and removing themselves from dangerous situations. A monthly motivational program further incentivizes reporting unsafe acts and conditions.

Incident Investigation and Prevention

Following incident reporting, a safety team investigates to identify root causes and contributing factors. Based on the findings, a hierarchy of controls is implemented to address the identified hazards and prevent similar occurrences in the future. The effectiveness of these corrective measures is monitored through follow-up inspections, audits, and reviews. Insights gained from investigations are disseminated through safety briefings to prevent similar occurrences.

Occupational Health Services

Proactive monitoring programs, including regular health check-ups and monitoring exposure to hazards, contribute to early detection of potential occupational illnesses or injuries. Educational and training sessions on ergonomics, PPE usage, stress management, and emergency response protocols further enhance the health and safety culture. Additionally, qualified occupational health professionals provide medical care, rehabilitation support, and a smooth return-to-work process for workers who experience occupational injuries.

Worker Participation

We actively involve workers in safety matters through safety committees and designated safety representatives. These channels allow workers to voice their concerns and contribute to improved safety measures. Additionally, regular Toolbox Talks and PEP talks encourage open communication and worker participation in discussions concerning occupational health and safety.

Worker Education and Training

We conduct regular training programs to educate workers about their rights, responsibilities, and the importance of occupational health and safety. These programs cover essential topics like hazard identification, risk assessment, emergency procedures, and the proper use of PPE. Open communication channels encourage worker input and feedback on health and safety matters.

Joint Management-Worker Committees

Formal joint management-worker health and safety committees demonstrate our commitment to collaboration. These committees work together to identify workplace hazards, conduct risk assessments, prioritize risk control measures, investigate incidents, and develop training programs. Meetings are held quarterly to discuss relevant issues, review safety performance, and strategize improvements.

Comprehensive Training

Training needs are assessed through various methods, and an annual training calendar is developed accordingly. Training programs are tailored to specific needs and cover a wide range of topics delivered by qualified professionals. Training materials are provided in multiple languages to ensure understanding for all workers. Training is mandatory and free for all workers and is conducted during paid work hours. Post-training assessments evaluate the effectiveness of the programs.

Employee Well-being

We extend our commitment beyond occupational health and safety by offering comprehensive health insurance coverage for employees and their dependents. This covers outpatient care, hospitalization, diagnostic testing, and medication costs. We also partner with healthcare providers near our construction sites and offices, ensuring easy access to quality services. Additionally, we organize health promotion initiatives like health screenings, vaccination drives, and workshops on healthy living.

Voluntary Health Promotion Programs

We offer voluntary health promotion programs to address lifestyle-related health risks. These programs include physical activity initiatives, on-site fitness facilities, stress management workshops, and mindfulness sessions.

Supply Chain Safety

To prevent negative occupational health and safety impacts across our supply chain, we employ a comprehensive approach:

Vendor Assessment: We assess potential suppliers' safety management systems, performance history, and commitment to worker safety.

Contractual Requirements: We include occupational health and safety requirements in contracts, outlining expectations regarding compliance with regulations and safe work practices.

Collaboration: We organize regular interaction and training sessions with business partners to foster a shared understanding of health and safety concerns.

Our approach ensures that the commitment to safety and well-being is not confined to just our immediate operations, but extends across our supply chain and business partners, thereby establishing a safe, responsible, and sustainable business network.

The occupational health and safety management system implemented by My Home Construction Pvt Ltd. is based on legal requirements and recognized standards/guidelines:

- Data on workers covered by the occupational health and safety management system have been collected through internal records.
- The coverage includes all employees and workers whose work and/or workplace is directly controlled by My Home Construction Pvt. Ltd.

In the current reporting year, there have been no instances of work-related injuries, work-related ill health, or fatalities among our employees and all other workers whose work and workplace is under our control.

Total Number of Working Hours:

	FY 2021-22	FY 2022-23	FY 2023-24
Staff	122952	706624	1993085
Workers	529816	6651069	19752107

Case Study: Safety Motivational Program

My Home, across all of its sites, has always prioritized safety in its operations. Our goal is to empower every team member to prioritize safety in their daily activities. This programme is not only about abiding by the law; it aims to nurture an attitude where safety is central to all our operations.

The Safety Motivational Program addresses recurring safety concerns in construction sites by fostering a safety-first culture among our workers. This initiative focuses on emphasizing adherence to safety protocols, proactive identification of hazards, and encourages suggestions for safety improvements.

A significant aspect of this program is recognizing individuals who demonstrate exceptional commitment to safety. At every level, we seek employee engagement by soliciting their inputs, feedback and active involvement in the development and implementation of our safety program.

As a result of this scheme, there has been a considerable enhancement of safety awareness among our team members. By fostering a culture wherein safety is regarded as paramount, our staff have become more vigilant, proactively identifying and addressing potential hazards.

The Safety Motivational Program benefits all our construction site employees, supervisors and management personnel, as well as their families, who benefit indirectly from improved safety standards. A worker recently provided a testimonial expressing his appreciation: "We greatly appreciate the Safety Motivational Program initiated by My Home Constructions. It has not only raised our awareness about safety but also instilled a sense of responsibility in all of us to prioritize safety in everything we do. This program has undoubtedly made our work environment safer and more conducive to productivity."



Further underlining our commitment to health and safety at My Home, we have instituted specific policies such as our Health, Safety and Environment Policy, and Medical Health Check-Up Policy. These policies act as reinforcing pillars that uphold our dedicated practice towards health and safety norms.



Wellbeing

Emphasizing a holistic approach to well-being, My Home strives to create an environment wherein the physical, mental, and emotional well-being of our workforce is prioritized. Our approach to overall well-being fosters

At My Home Construction, we're dedicated to building more than just structures – we cultivate a vibrant work environment that prioritizes employee well-being, celebrates diversity, and fosters a strong sense of community.

Empowering Women:

We actively champion gender equality. Our International Women's Day celebration at the Twitza Site wasn't just a one-day event; it symbolized our ongoing commitment to empowering women to reach their full potential within the company.

Celebrating Diversity:

We embrace the rich tapestry of cultures within My Home. Traditional Indian festivals like Bathukamma and Diwali become joyous occasions for employees to share their heritage, creating a truly inclusive atmosphere. National events like Independence Day further strengthen our sense of unity and national pride.

Holistic Well-being:

Recognizing the importance of both physical and mental health, we organize Health Camps across our offices and sites. These camps provide employees with valuable health assessments and expert advice on maintaining overall well-being.

Fostering Teamwork:

My Home encourages camaraderie through engaging sports events like our corporate cricket tournament. These events provide a platform for employees to

inclusivity, diversity, and a healthier organisational culture, further cementing our commitment to sustainability spanning beyond construction and into the lives of our employees, partners, and society at large.

develop critical skills like leadership, strategy, and communication, while fostering a strong team spirit.

Employee Impact:

Our initiatives resonate with employees at all levels. Participation has led to higher morale, stronger bonds, and a pervasive sense of well-being. The health camps have significantly raised awareness about personal health, contributing to a healthier workforce.

Continuous Improvement:

No initiative is perfect. While we've encountered logistical challenges and varying levels of participation, these experiences have been valuable learning opportunities. We're constantly seeking ways to improve event organization, increase engagement, and maximize the effectiveness of future initiatives.

Employee Testimonials:

One employee aptly summarized our efforts: "Employee engagement initiatives at My Home not only foster a positive work culture but also contribute to the overall well-being and development of employees, highlighting the company's commitment to its workforce." These initiatives are a testament to the value we place on our employees, building a workplace that promotes wellness, unity, and inclusivity.



Furthering our dedication to uplifting lives within our community, My Home has partnered with the Confederation of Women Entrepreneurs (COWE) to set up day care centres at our construction sites. One such centre has already been operationalized at the Nishada construction site, with a plan to extend these facilities to

three more locations in a phased manner. This initiative, managed by Priyanka, a non-profit organization, provides a secure and nurturing environment for the children of our site workers. These centres aim at delivering care and fostering development, ensuring that these children can thrive while their parents are at work.

Care for the Planet

Management Approach

Green Building

Carbon

Water

Go Digital

Biodiversity

Management Approach

At My Home, we aim to incorporate 'Care for the Planet' into all aspects of our operations including the development of energy-efficient and green-certified buildings, managing climate risks proactively, and creating strategic alliances

Green Building

At My Home, we understand the significance of Green buildings in our sustainability strategy. Green buildings are vital in addressing urbanization and climate challenges, offering solutions in energy optimization, waste reduction, and resource conservation. Incorporating energy-saving technologies, eco-friendly materials, and innovative design can greatly reduce our carbon footprint. The adoption of green building practices across residential and commercial spaces can significantly contribute to global sustainability goals.

We recognize the vital role of building certification in fostering sustainability and continuously strive to contribute positively via our certification procedures. Our projects are meticulously designed in adherence to green building concepts, with the ambition to secure a minimum Gold rating for each one. Core teams for each project take part in a specialized training program to supplement our effort in creating a more sustainable environment. Training programs are not limited to core team members, as we also provide on-site training for employees to become an IGBC (Indian Green Building Council) Accredited Professional.

for change, with the intent of constantly reducing our carbon footprint and fostering innovation in the pursuit of environmental sustainability.

In the active year, our operational portfolio held a 53% share with USGBC LEED Platinum and 37% Gold Certifications. Furthermore, under the bracket of New Development, My Home Grava Phase 1A has been awarded LEED certification. This underlines our steadfast dedication to upholding sustainable practices.

In FY 2023-24, two of our campus facilities were awarded the esteemed LEED Certification. My Home Twitza acquired the Leadership in Energy and Environmental Design (LEED) O+M Platinum Certification, while My Home Precast Unit was commended with a Gold Certification for its operations.

My Home Twitza

My Home Twitza, with a vision to boost its environmental sustainability, set a course to obtain globally recognised LEED Operations and Maintenance (O+M) certification as a commitment to sustainable building practices. To fulfil the criteria for LEED Platinum certification, several initiatives were put into place. This included devising comprehensive water management strategies for enhanced water conservation, adopting energy-efficient lighting systems with sensors to reduce electricity consumption, and reflecting dedication to sustainable transportation with the installation of an on-site EV charging facility. These strategic implementations resulted in resource conservation, a considerable reduction in utility costs, and a lower carbon footprint, all of which align with international efforts to mitigate climate change. In addition to these environmental advantages, these endeavours also improved the comfort and well-being of the occupants, signifying added value in creating a healthier and more productive indoor environment.



My Home Precast Unit

Understanding the construction industry's environmental impact, My Home Precast Unit pledged its commitment to sustainable practices aiming for LEED Operations and Maintenance (O+M) Gold certification. As part of its pursuit for certification, the unit adopted several green initiatives: it enhanced its precast production capacity to 5 million square feet per year, effectively reducing reliance on traditional, harmful construction methods. The Precast Unit played a decisive role in constructing Grava Business Park, India's upcoming tallest commercial precast building. With approximately 98,000 precast elements planned for installation in each phase of the project, the unit contributes to the development of sustainable infrastructure that meets high environmental standards. It also integrated Building Information Modelling (BIM) technology into precast production planning to minimize waste and enhance efficiency and accuracy. This commitment to sustainability led to minimized environmental impact, increased efficiency, cost savings, and improved project timelines. With its LEED O+M Gold certification, My Home Precast Unit sets a high standard for green building practices in the construction industry and promotes a healthier and eco-friendlier built environment.

Green Building Practices at My Home APAS, Hyderabad

My Home APAS, in line with our commitment to sustainable building and adherence to the Indian Green Building Council's (IGBC) Environmental Site Clearance (ESC) norms, has implemented significant green initiatives. Central to this commitment is the practice of relocating trees within the project site rather than cutting them down – a clear demonstration of our dedication to environmental conservation.

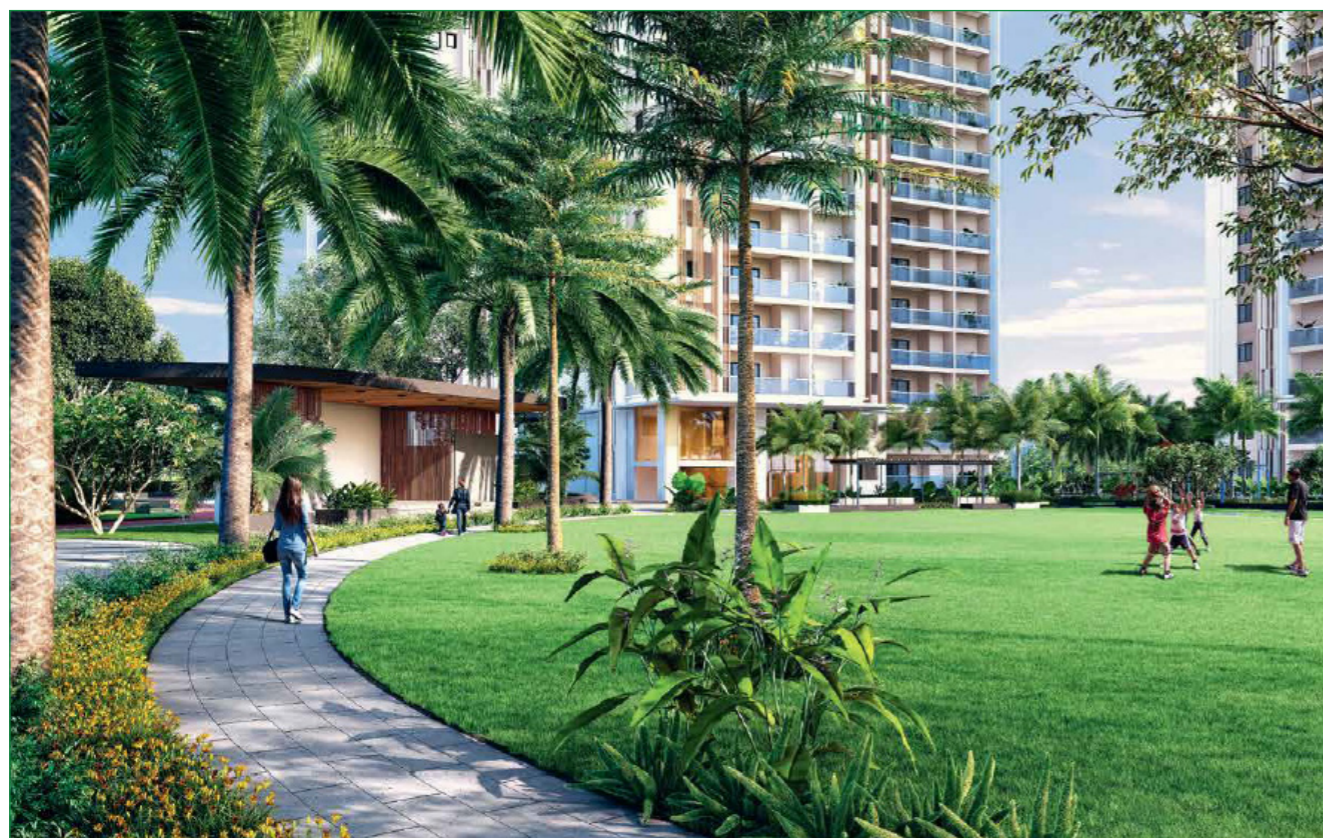
The success of this initiative involved a systematic process, beginning with a comprehensive survey to identify trees on the project site. Each tree was assessed based on its species, size, health, and ecological significance. We implemented protective measures such as fencing and signage around the trees designated for preservation to safeguard them from construction activities.

Where trees needed to be moved for construction, meticulous uprooting and transplantation processes were carried out using specialized equipment and personnel to ensure minimal damage. After relocation,

the trees were subject to a comprehensive monitoring and maintenance plan to ensure their health and address any arising issues.

The benefits of adhering to ESC norms and tree relocation measures are numerous. They contribute to environmental conservation by preserving the site's natural green cover, maintaining biodiversity by providing habitats for wildlife, and enhancing the aesthetic appeal of the project site. Ultimately, these green initiatives reflect our commitment to creating pleasant and sustainable environments for occupants, visitors, and the broader community.

In conclusion, our commitment to ESC norms and successful tree relocation practices at MY HOME APAS underscore our dedication to sustainable construction and our aspiration to achieve IGBC Green Building certification. Through initiatives as such, we are building not just for today's needs, but also for a greener, more sustainable future.



A selection of our residential projects that follow green standards are displayed in Green Property Exhibitions that we actively participate in to help further showcase our commitment to sustainability. Additionally, our buyers are carefully briefed about the green features incorporated, supporting transparency and promoting awareness about our sustainability efforts.

Carbon

In the real estate sector, carbon emissions driven by energy consumption, present one of the significant environmental challenges. Energy use in buildings accounts for a large proportion of global greenhouse gas emissions, thus placing sustainability at the forefront of the sector's focus.

At My Home, we proactively strive to minimize our carbon footprint and lessen our impact on the Earth's resources. Our commitment involves pursuing ambitious goals of reducing greenhouse gas emissions and upscaling the use of renewable energy.

Most of our carbon emissions arise from the use of fossil-fuel dependent sources, such as diesel (from diesel generators) and conventional grid energy. At My Home constructions, we are constantly examining our portfolio to find new ways to minimize the energy usage and increase efficiency. We closely monitor our current energy use while working to create and utilize the most innovative tools and strategies for conserving energy and improving efficiency at our properties.

Educational initiatives like green tours are also undertaken for students and government organizations at our certified constructions sites, offering first-hand exposure and education on sustainable building practices. Furthermore, as a founding (lifetime) member of the IGBC Hyderabad Chapter, we play an active role in significant core committee meetings, seizing the opportunities to learn, collaborate and contribute towards the advancement of green building principles in India.

We are actively incorporating renewable energy into our projects through the installation of Solar Photovoltaic (PV) modules. These solar panels generate electricity directly from sunlight, feeding into the primary power supply of each project. This strategy significantly reduces our dependence on fossil fuels, thereby lowering carbon emissions. For commercial projects, we have already completed installations providing a total of 120 kWp, such as those at My Home Twitza and The Skyview. Meanwhile, installations for our residential projects are still in progress, with approximately 2.8 MWp units in the course of being set up.

Additionally, we have deployed high Solar Reflective Index (SRI) coatings/paints in line with green building guidelines. These are used in our projects to enhance thermal comfort for occupants and decrease energy usage. Employed on roofs, walls, and external surfaces, these coatings amplify solar reflectance and reduce heat absorption. These sustainable design elements form an integral part of our commitment to building green, energy-efficient, and sustainable infrastructure.

Operational Portfolio

Energy Consumption

Energy Source	Unit	FY24
Electricity	TJ	216.11
Diesel	TJ	5.1
LPG	TJ	0.25
Total	TJ	221.46

Energy Intensity

KPI	Unit	FY24
Total energy consumption	TJ	221.5
Total area	Million Sq.ft	4.09
Energy Intensity	TJ/Million Sq.ft	54.05

New Development Portfolio

Energy Consumption

Energy Source	Unit	FY24
Electricity	TJ	15.1
Diesel	TJ	25.3
LPG	TJ	0
Total	TJ	40.5

Currently, we account for Scope 1 (direct emissions) and Scope 2 (indirect emissions). Scope 1 emissions source from direct use of diesel in generators and LPG, while Scope 2 accounts for conventional grid electricity used across our properties. These emissions have been estimated based on the GHG Protocol Corporate Accounting Standards. We are in the process of enhancing operation transparency and inventorying Scope 3 emissions.

Operational Portfolio

GHG Emissions

KPI	Unit	FY24
Scope 1	MT.CO ₂ e	400.4
Scope 2	MT.CO ₂	42982.4
Total		43382.8

Developmental Portfolio

GHG Emissions

KPI	Unit	FY24
Scope 1	MT.CO ₂ e	1895.4
Scope 2	MT.CO ₂	3009.9
Total		4905.3

Waste

At My Home, we hold a steadfast commitment towards waste management, one of the pillars in our sustainability strategy. Key to our efforts is the integration of Organic Waste Converter (OWC) machines in our facilities. These machines transform wet waste into valuable organic fertilizer, utilizing it productively and providing a sustainable waste disposal solution.

To further minimize waste production, we actively pursue strategies that encourage reduction and recycling. Awareness programs, for instance, play a pivotal role. We conduct educational initiatives focused on reducing single-use plastic.

We have successfully diverted 80% of waste annually from our commercial construction site, My Home Grava. This strategic move has resulted in an 80% reduction in landfill waste.

To achieve this, we innovatively incorporated Building Information Modelling (BIM) and precast technology for building, which is notably seen in our My Home Precast Unit. This unit, with a capacity of 5 million sq. Ft and daily production of approximately 300 cubic meters, showcases our commitment to responsible practices leveraging recycled

materials and robust waste management strategies.

In 2021, we introduced Precast units in the Grava project as a pilot to expedite the construction process and ensure quality. Coupled with BIM technology, this not only enhanced construction management efficiency but also optimized waste management by identifying and addressing waste generated during prefabrication.

The impact of these waste management strides has been manifold. We have achieved waste management excellence by emphasizing comprehensive waste segregation and effectively directing recyclable materials to appropriate facilities. In addition, by utilizing Steel Fibre Reinforced Concrete (SFRC), we have significantly reduced the weight and material usage in planter boxes contributing to impressive resource conservation and waste reduction.

Additionally, My Home Precast Unit partakes in reuse and recycling programs and holds a LEED O+M Gold certification, highlighting our dedication to responsible and environmentally friendly construction practices, as well as our commitment to continuous improvement in our process.

Waste generated

KPI	Unit	FY24
Plastic waste	MT	34
Food waste	MT	989
Metal waste	MT	5673
Paper and cardboard waste	MT	333
Glass waste	MT	5.8
Wood waste	MT	79.4
Used or spent oil	MT	1.9
Construction & demolition waste	MT	14833

Waste disposal

KPI	Unit	FY24
Waste diverted from landfill	MT	21949
Waste diverted to landfill	MT	0

Water

Water, as a critical resource, presents both a challenge and opportunity for sustainable practices in the real estate sector. It is especially important as we strive towards a more resilient future in the face of rising water scarcity due to climate change. Across our portfolio, water conservation has become a priority, with innovative strategies employed to optimise water use and recycle or reuse water where possible, alleviating pressure on local water infrastructure.

The design concepts for all our projects are conceived with a net-zero water target in mind.

We also use AI-based hydrological studies to understand the topography, providing valuable insights that enable us to implement net-zero water measures effectively.

To enhance our water conservation efforts, we leverage the power of technology, incorporating tools like IoT, sensors, and water meters in our Sewage Treatment Plants. We have also implemented measures such as rainwater harvesting and the recycling and re-use of water to further minimize our water consumption.

Water intake

KPI	Unit	FY24
Surface water	KL	6252
Ground water	KL	68910
Third-party water	KL	389874

An exemplar of My Home's commitment to responsible water usage is the project at My Home Twitza. Faced with increasing demand and limited access to potable water, My Home Twitza recognized the need for a sustainable solution to conserve this vital resource. The project commenced a water treatment plant in Basement-4, with the goal of treating raw water for use throughout the building, thereby preserving potable water reserves. A distinct aspect of this initiative was the harvesting of sub-soil water, a natural source, for use within the premises.

As a result, My Home Twitza managed to conserve over 25,735 kilolitres of potable water annually. Harnessing the sub-soil water led to enhanced water efficiency, reducing dependence on external sources and boosting resilience against potential water scarcity. The project significantly contributes to wider regional water conservation efforts and aligns with our environmental sustainability goals, thereby reducing the overall environmental footprint and promoting ecological balance.

Go Digital

My Home is harnessing the power of cutting-edge digital technologies to enhance operational efficiency, improve resource management, and create sustainable solutions. Digital tools and platforms have transformed traditional practices, paving the way for real-time monitoring, predictive analysis, and streamlined processes, augmenting our ability to make data-driven decisions.

The digital revolution has brought efficiency, accuracy, and sustainability to the forefront, transforming the way we look at resource management and environmental responsibility. This progressive shift resonates with our commitment to leverage digital innovation to create impactful, sustainable solutions within the real estate sector.

Through the forthcoming case studies on the implementation of a 7D Building Information Model at My Home Twitza and the application of satellite mapping technology at My Home Grava, we illustrate our successful journey of digitization. We demonstrate how we've adopted these digital tools to optimize water management practices, mitigate water seepage and flooding, and maintain our assets.

These narratives from our projects underline our commitment to Digital Innovation as part of our mission to create socially responsible and environmentally friendly residential and commercial spaces.

Addressing Water Seepage and Flooding at My Home APAS through Comprehensive Technical Analysis

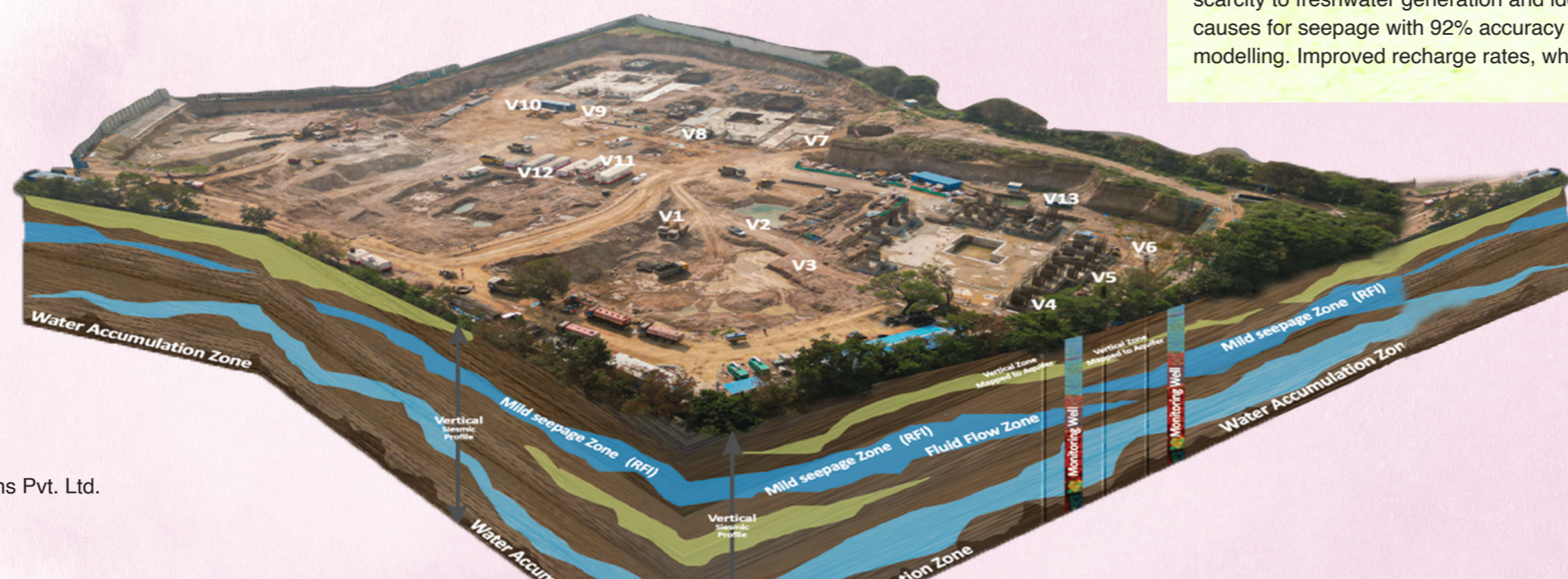
Based in Hyderabad, My Home APAS experienced persistent issues of water seepage and flooding. To comprehensively address these challenges, the company initiated a detailed investigation which employed modern technologies like Aquifer Management Reports, Subsurface Analysis for Groundwater, and Seepage Management. The aim of this initiative was to transform our water management practices, using satellite mapping analysis for zonal categorization, flow track connectivity analysis, aquifer health assessments, and environmental impact studies on water tables.

Key technological highlights from this initiative included the creation of self-sustaining, water-rich communities with boosted Green Building Ratings and improved water quality. It also allowed us to shift from water scarcity to freshwater generation and identify root causes for seepage with 92% accuracy through 3D modelling. Improved recharge rates, which, paired with

our proprietary technology platform, led to significant operational efficiencies and cost savings.

The initiative allowed us to tackle the severe risks associated with water seepage and flooding. A mitigation strategy was also put into place, which accounted for drilling dust and noise, including implementing wells with automatic water level controllers and zone-specific drilling to regulate the water table.

Identified challenges included regulatory hurdles in obtaining permissions from authorities such as the Central Ground Water authority and minor structural damage during drilling processes. These learnings underline the need for precise zone-specific drilling techniques and advanced water management strategies to improve sustainability practices and incorporate technology-driven solutions for long-term resilience.



Digital twin 7D BIM implementation in My Home Twitza

My Home Twitza has made strides in combating recurring water seepage and flooding through the implementation of a 7D Building Information Model (BIM). This model provides a comprehensive technical solution and real-time monitoring system, aiding in facility management over the entire life cycle of the property.

Using a digital twin, this project has leveraged high-tech features, including a proprietary technology platform for ground teams, a web-based dashboard providing a summary of maintainable assets, operation & maintenance modules, predictive analysis, and more. All these features have significantly improved the operational efficiency of My Home Twitza.

Key challenges during this initiative included variations between As-Built Drawings and Site Conditions, lack of compiled data, absence of asset mapping, and asset tagging issues. Despite these obstacles, the tangible benefits have been significant. My Home Twitza has

observed enhancements in future development insights, operational efficiency, real-time asset monitoring and control, streamlined processes, and collaboration, reduced asset breakdown, and manpower optimization.

Regarding quantitative KPIs, significant cost savings, considerable operational efficiencies, marked reduction in water seepage and flooding, increased groundwater recharge rates, and improved resilience of building foundations against water pressure have been observed.

The barriers identified during this project, which included regulatory hurdles, operational challenges related to drilling processes, and the need for precise zone-specific drilling techniques, have proved to be points of learning and improvement. Highlighting the need for advanced water management strategies, these insights have underscored the potential for integrating more technology-driven solutions for long-term resilience.

Biodiversity

Biodiversity is paramount in maintaining environmental balance and enhancing human wellbeing. It contributes to controlling atmospheric gases, preventing freshwater contamination, and provides carbon sinks. For us in the real estate industry, this translates into environmentally responsible

operations that support natural diversity. Our commitment to biodiversity not only benefits the environment but also improves the quality of life for our occupants by offering cleaner air, promoting calmness, and reducing stress.

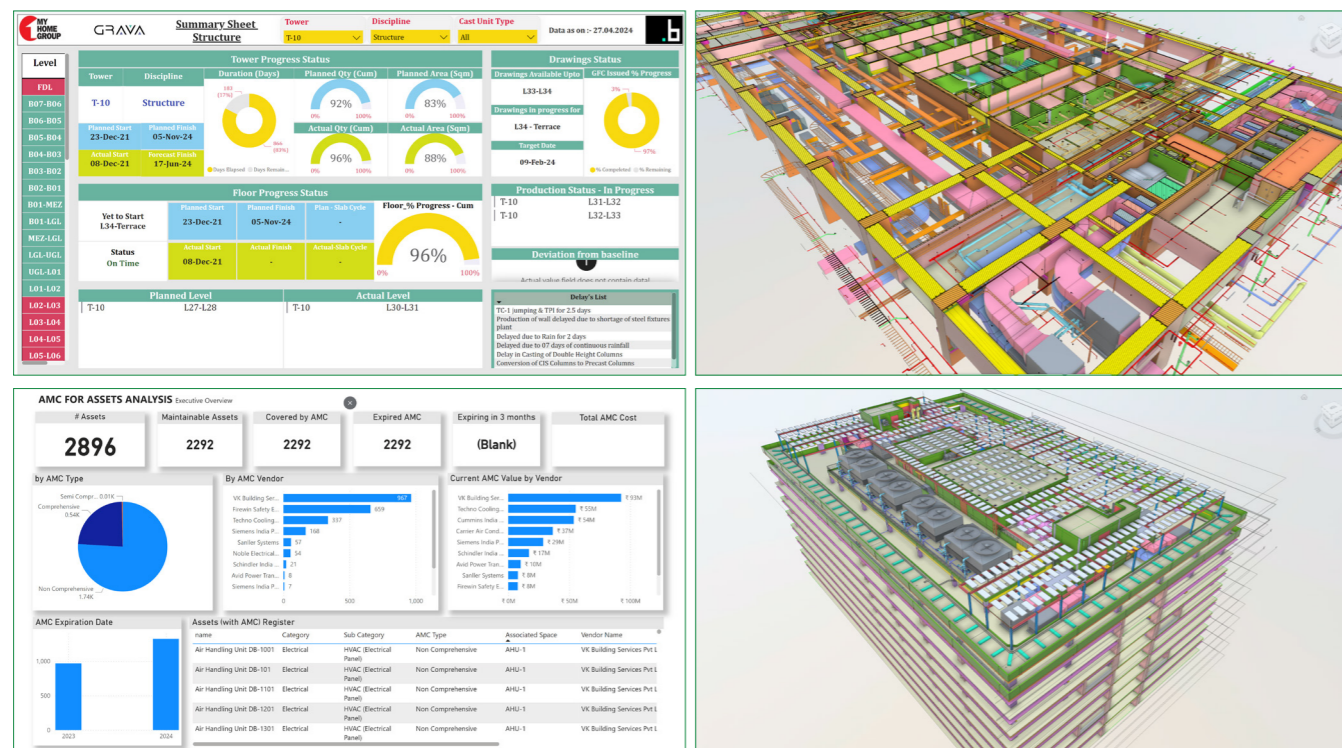
My Home Jupally Sunandanam

At Shamshabad, Hyderabad, My Home prioritized biodiversity conservation to address the rising rate of biodiversity loss in India. A significant collection of endangered plant species, identified by the Red List of the International Union for Conservation of Nature (IUCN), was undertaken from diverse regions of India.

This germplasm serves as a precious resource, aiding in preserving plant diversity for future generations. We have cultivated and planted these endangered species in a

section named Virala (meaning Rare) within our Jupally Sunandanam compound.

Currently, 78 plant species have been successfully planted, and an additional 10 recently collected specimens are set to be planted in the upcoming rainy season. This ongoing effort embodies our commitment to biodiversity conservation and sustainable ecosystem management.



The conservation status of these plants is as follows

Global IUCN Status		
Sr. No	Critical Level	No. of Sps in Virala
1	EXTINCT- EX	0
2	EXTINCT IN THE WILD- EW	0
3	CRITICALLY ENDANGERED-CR	9
4	ENDANGERED- EN	20
5	VULNERABLE- VU	18
6	NEAR THREATENED- NT	7
7	LEAST CONCERN- LC	33
8	DATA DEFICIENT- DD	1
9	NOT EVALUATED- NE	0
	Total	88

The multifaceted impact of this initiative is significant. The conservation of endangered plants supports biodiversity preservation and contributes to ecosystem resilience. This process also serves as an educational platform, enhancing conservation awareness among employees, stakeholders, and local communities. Collectively, these efforts contribute to long-term sustainability by preserving plant diversity which ensures the maintenance and resilience of natural ecosystems.

Qualitatively, the impact is evident in the successful preservation of biodiversity, aiding ecosystem restoration, and heightening of conservation awareness. Quantitatively, our efforts can be measured by the preservation of 88 endangered plant species, tracking enhancements in vegetation cover and soil quality, and gauging community engagement and partnerships with conservation organizations.

Conservation of Native Forest Species

My Home Group is fostering biodiversity as an antidote to the alarmingly accelerating disappearance of forests and their valuable species. Our efforts are dedicated to preserving valuable native forest species, collecting 20 timber species and 13 non-timber species that hold high economic value from various regions across India. This collection includes rare species like *Boswellia serrata*, *Sterculia urens*, *Terminalia chebula*, *Terminalia bellarica*, and *Strychnos potatorum* from the Deccan Plateau, along with *Diospyros ebum*, *Diospyros malabarica*,

Mesua ferrea from the Western Ghats, and *Agallocha malaccensis* from Assam.

Moreover, we have developed a 3.5-acre Miyawaki forest that homes more than 250 native species ranging from trees, shrubs, herbs to creepers - making this the largest collection of its kind in India. By preserving and promoting native species, we aim to contribute to balanced ecosystems, reduce our environmental impact, and support sustainable development.



Collection of Natural Dye Yielding Plants

Recognizing the ecological benefits of natural dyes, which are biodegradable, non-toxic, and non-allergenic, My Home Group has collected more than 160 species of natural dye yielding plants. We house these plants in a specially designed themed garden, curated to educate about their reduced environmental impact compared to synthetic dyes, provided they undergo a dyeing and finishing process that avoids the use of harmful chemicals. This collection, which is the biggest in India, includes many rare native species such as *Firmiana colorata*, *Wrightia tinctoria*, *Commiphora mukul*, *Memecylon edule*, etc., further strengthening our commitment to biodiversity conservation and environmental education



Collection of Medicinal Plants

Recognizing the significant role of medicinal plants in traditional therapies and modern medicine, My Home Group has collected around 500 different medicinal plants. These plants have been sourced from various parts of South India, from nurseries, research centres, botanical gardens, and forests, aided by local forest departments.

Our collection, housed in a specially curated theme garden, includes rare native medicinal trees like *Litsia glutinosa*, *Mappia foetida*, *Salvadora persica*, *Vatica chinensis*, among others. These resources not only contribute to the fields of Ayurveda, Yoga, Naturopathy, Unani, Siddha, and Homeopathy but are also vital sources for new drug development in Allopathy.

This vast collection of medicinal plants serves as a crucial knowledge bank for students, practitioners of homeopathic and Ayurvedic medicine, and any ecology enthusiasts, highlighting our commitment to the preservation and promotion of India's rich botanical and medicinal heritage.



Conservation of Native Cattle Breeds

At My Home Group, we have a profound respect for native Indian cattle breeds, which has led to the nurturing of eight distinct breeds from around the country at our dairy farm. These include milch breeds like Gir and Sahiwal, dual-purpose breeds like Kankrej and Ongole, and dwarf and rare breeds like Punganur, Kapila, Vechur, and Kasargod.

Each breed carries some unique attributes. Vechur, the smallest breed according to the Guinness Book of World Records, is rare, with an estimate of just 200 exist today. Its milk is reportedly medicinal and easily digestible. Punganur is another significantly rare breed, mostly extinct, with only around 60 animals remaining. Their milk holds a high fat content of 8% and is rich in medicinal properties.

Kapila's products hold high spiritual esteem and its milk, used in temples like Tirumala Tirupathi for daily rituals, is known to have high healing properties. Kasargod, one of the four prime dwarf cattle breeds in India, is acknowledged for its excellent milking ability and mineral-rich milk.

Through our efforts to care for these breeds, My Home Group aims to contribute to the sustenance and promotion of India's rich livestock biodiversity.



Translocation & Protection of Rare Tree species

At My Home Group, we are deeply committed to the conservation of rare tree species. A standout example is the thriving Baobab tree at our Jupally Sunandanam site. This majestic tree, recognized as one of the world's most unique, was rescued and successfully translocated from a construction site at Raviryal village. This initiative underscores our dedication to preserving and promoting biodiversity.

GRI Content Index and SDG Alignment

GRI Content Index and SDG Alignment

My Home Constructions Pvt Ltd has reported in accordance with the GRI standards for the reporting periods April 1 2023 – March 31 2024

GRI Disclosure	Description	Section Cross-reference	SDG Alignment	Page No.
GRI 2-1	Organisational details	My Home company overview	NA	10-13
GRI 2-2	Entities included in the organization's sustainability reporting	My Home company overview – Overview of business activities	NA	5
GRI 2-3	Reporting period, frequency and contact point	About the Report – Reporting Scope and Boundary	NA	5
GRI 2-6	Activities, value chain and other business relationships	My Home company overview	NA	10-11
GRI 2-9	Governance structure and composition	Board and Management	NA	12-13
GRI 2-22	Statement on sustainable development strategy	Message from Chairman	NA	6-7
GRI 2-23	Policy Commitments	Care for People – Corporate Governance Framework	NA	32
GRI 2-28	Membership Associations	My Home company overview - Industry Collaboration	NA	21
GRI 302-1	Energy consumption within the organization	Care for Planet	SDG 7: Affordable and Clean Energy	53-54
GRI 302-3	Energy intensity	Care for Planet	SDG 13: Climate Action	53-53
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable	SDG 15: Life on Land	-
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Not applicable		-
GRI 304-3	Habitats protected or restored	Care for Planet - Biodiversity		59-61
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Care for Planet - Biodiversity		60

GRI Disclosure	Description	Section Cross-reference	SDG Alignment	Page No.	
GRI 305-1	Direct (Scope 1) GHG emissions	Care for Planet - Carbon	SDG 7: Affordable and Clean Energy	54	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Care for Planet - Carbon	SDG 13: Climate Action	54	
GRI 303-1	Interactions with water as a shared resource	Care for Planet - Water	SDG 6: Clean Water and Sanitation	56-57	
GRI 303-3	Water withdrawal	Care for Planet - Water	SDG 12: Responsible Consumption and Production		
GRI 306-3	Waste generated	Care for Planet - Waste	SDG 12: Responsible Consumption and Production	55	
GRI 306-4	Waste diverted from disposal	Care for Planet - Waste		55	
GRI 306-5	Waste directed to disposal	Care for Planet - Waste		55	
GRI 403-1	Occupational health and safety management system	Care for People – Health and Safety	SDG 3: Good Health and Well-Being	40-45	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Care for People – Health and Safety		40	
GRI 403-3	Occupational health services	Care for People – Health and Safety		41	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Care for People – Health and Safety		41	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Care for People – Health and Safety		40	
GRI 403-9	Work-related injuries	Care for People – Health and Safety		42	
GRI 403-10	Work-related ill health	Care for People – Health and Safety		42	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Care for People - CSR		SDG 1: No Poverty SDG 4: Quality Education SDG 11: Sustainable Cities and Communities	35-36



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