



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Business Responsibility and Sustainability Report

ABOUT THE COMPANY

EFC (I) Limited is a Real Estate as a Service Company, operating three business verticals, namely - a) Managed Office / Coworking Space operation and management (Leasing) Business, b) Design & Build Turnkey Interior Contract offering and c) Furniture Manufacturing and Supply Business through its three major subsidiaries namely - i) EFC Limited, ii) Whitehills Interior Limited and iii) EK Design Industries Limited, respectively.

- i) EFC (I) Limited, on a standalone basis, and through its wholly owned subsidiary, EFC Limited, operates Managed Office Business, the legacy and foundation vertical of EFC Group. The Company have pivoted this business vertical over the years and now established its offerings for serviced office leasing market and presently offer complete solutions by, a) taking commercial building on lease (either single floor or multiple floor or entire building) or on outright basis from the landlord, b) Develop these commercial spaces into offices of various sizes and c) Offer these offices as fully serviced spaces (with all operational cost and amenities included in a single charge as "per seat/desk cost") either dedicated to a single client or to multiple clients (Large Corporates, MSME/SMEs, Startups, etc)
- ii) Whitehills Interior Limited, subsidiary of EFC (I) Limited, has the expertise to design, build and fit out commercial spaces (particularly office premises). Whitehills executes Turnkey Fit Out Contracts in developing offices for offering as Managed Office Solutions and also for various other types of development on contract basis, such as education institution, healthcare centres, R&D centres, etc across India. Under its offering, Whitehills undertakes design, build, MEP works, furniture & fixture fit outs, electrical and plumbing works, etc as one stop solution to mid-sized and large corporates or institutions across India.
- iii) EK Design Industries Limited, subsidiary of EFC (I) Limited, is engaged in the business of manufacturing wood and metal-based furniture products out of its factory located at Pune over 3 acres of land. The factory produces modular furniture,

wooden furniture, seating systems, etc for various industries, including Hospitality, Commercial Office Spaces, Education, IT / ITes, Healthcare, etc. EK Design designs & manufactures furniture products across India and also to overseas export market through B2B distribution channels or as white-labelled contractor or project basis.

EFC (I) Limited is headquartered in Pune and having its presence across 9 major cities, namely Pune, Mumbai, Hyderabad, Chennai, New Delhi, Gurgaon, Noida, Kolkata and Ahmedabad.



Vision:

To provide smart, flexible, and reliable office infrastructure that helps businesses grow faster with minimal operational burden.



Mission:

EFC (I) Limited aims to create a hassle-free, plug-and-play office experience backed by strong facility management, transparent pricing, and a customer-first approach. The company strives to meet evolving business needs with a mix of scalability, tech integration, and human support.

ESG and Sustainability

When not yet a full-scale ESG company, EFC (I) Limited is taking practical steps towards sustainability and social responsibility. These include:

- Using LED lighting, motion sensors, and energy-efficient air conditioning systems in most centres
- Introducing waste segregation and minimal plastic policies at their coworking sites
- Partnering with facility teams to reduce water and electricity usage
- Supporting local vendors and small businesses within their premises
- Providing safe, ergonomic work environments with regular safety audits, fire drills, and health compliance protocols

EFC (I) Limited also ensures that diversity and inclusivity are reflected in its staffing and service delivery model, offering equal access and facilities for women, differently-abled individuals, and freelancers from all backgrounds.

EFC (I) Limited focuses on practical, scalable steps that improve environmental and social performance without disrupting operations. The company plans to enhance its sustainability disclosures and align future expansion with green building certifications and responsible business standards.

Contents

SECTION A: GENERAL DISCLOSURES

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

ESSENTIAL INDICATOR

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

ESSENTIAL INDICATORS

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

ESSENTIAL INDICATORS

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

ESSENTIAL INDICATORS

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74110PN1984PLC216407
2	Name of the Listed Entity	EFC (I) Limited
3	Year of incorporation	1984
4	Registered office address	6th Floor, VB Capitol Building, Range Hill Road, Opp. Hotel Symphony, Bhosle Nagar, Shivajinagar, Pune, Pune, Maharashtra, India, 411007
5	Corporate address	6th Floor, VB Capitol Building, Range Hill Road, Opp. Hotel Symphony, Bhosle Nagar, Shivajinagar, Pune, Pune, Maharashtra, India, 411007
6	E-mail	compliance@efclimited.in
7	Telephone	020-29520138
8	Website	https://www.efclimited.in/
9	Financial year for which reporting is being done	FY 2024-2025
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and With effect from 20 August, 2025 the Company is also listed on National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	rs. 19,91,06,752
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Nikhil Dilipbhai Bhuta DIN - 02111646 Tel.: 020 2952 0138 Email Id: nikhilbhuta@efclimited.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report have been made on a consolidated basis (i.e. for the company & all the entities which form a part of its consolidated financial statements, taken together)
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Rental Real estate activities	Business of developing, buying, selling or renting out of co-working spaces & any infrastructure projects.	57 %
2.	Interior fitout	Business of Interior designing, interior designing consultancy.	40 %
3.	Furniture & Fixtures Trade	Business of manufacture, sell, purchase, import, export of furniture & fixtures.	3%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Rental Real estate activities	68100	57 %
2.	Interior fitout	31001	40 %
3.	Furniture & Fixtures Trade	74102	3 %

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	53*	12	65
International	-	-	-

Note: * These figures do not include temporary sites for interior fitout works carried out by our turnkey project segment Whitehills Interior Limited.

** Plant includes Co-working sites managed by our real estate segment, EFC Limited.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	6
International (No. of Countries)	-

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Not Applicable.

c. A brief on types of customers

EFC (I) Limited serves corporate clients from the IT/ITES/BPO/KPO sectors, typically comprising mid to senior-level professionals, consulting firms, or design-focused service organizations seeking modern workspace solutions under EFC Limited and Interior fit out solutions under Whitehill Interior Limited.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	413	354	85.71%	59	14.29%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	413	354	85.71%	59	14.29%
WORKERS						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	1,125	958	85.16%	167	14.84%
6	Total workers (F + G)	1,125	958	85.16%	167	14.84%

b. Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)					
2.	Other than Permanent (E)			-		
3.	Total employees (D+E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)					
5.	Other than Permanent (G)			-		
6.	Total workers (F+G)					

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	-	0%

22. Turnover rate for permanent employees and workers

Particulars	FY - 2024-2025 (Turnover rate in current FY)			FY - 2023-2024 (Turnover rate in previous FY)			FY - 2022-2023 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39.44%	87.23%	46.11%	Not Applicable- As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited					
Permanent Workers	-	-	-						

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Holding Subsidiary and Associate Companies (including joint ventures)**

Sr. 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	EFC Limited	Wholly owned Subsidiary	100%	Y
2	EFC Estate Private Limited	Wholly owned Subsidiary	100%	Y
3	EFC Investment Advisors Pvt Ltd	Wholly owned Subsidiary	100%	Y
4	EFC Estate 710 Alpha Pvt Ltd	Wholly owned Subsidiary	100%	Y
5	EFC Estate 56 Alpha Pvt Ltd (formerly known as Degwekar Industries Private Limited)	Wholly owned Subsidiary	100%	Y
6	Ek Design Industries Ltd	Subsidiary	76.00%	Y
7	Whitehills Interior Ltd	Subsidiary	51.00%	Y
8	EFC Investment Manager Private Limited	Wholly owned Step-down Subsidiary	100%	Y
9	EFC Estate Marisoft 23 Private Limited	Wholly owned Step-down Subsidiary	100%	Y
10	EFC Estate Wakdewadi Private Limited	Wholly owned Step-down Subsidiary	100%	Y
11	EFC Estate Marisoft 14 Private Limited	Wholly owned Step-down Subsidiary	100%	Y
12	EFC Tech Space Private Limited	Step down subsidiary	51.02%	Y
13	Bigbox Ventures Private Limited	Step down subsidiary	51.00%	Y
14	EFC Prime*	Step down subsidiary	99.99%	Y
15	EFC AIF LLP	Subsidiary	98.00%	Y
16	Forty-Two Ventures Limited	Joint Venture (Associate)	50.00%	Y
17	M/s. Sprint Workspace*	Step down Subsidiary	99.90%	Y
18	M/s. Monarch Workspace *	Step down Associate	50.00%	Y

*Including partnership firms in accordance with applicable Indian Accounting Standards.

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – No***

*CSR is not applicable on the Company on standalone basis as per the Companies Act, 2013

VII. Transparency and Disclosure 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 2024-2025		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	Our Organisation wherever needed is engaging with neighboring community via a register for receiving feedback from them.
Investors (other than shareholders)	Yes	-	-	-
Shareholders	Yes	-	-	-
Employees and workers	Yes	8	1	-
Customers	Yes	-	-	-
Value Chain Partners	Yes	-	-	-
Others (please specify)	Not Applicable	Not Applicable	Not Applicable	Not Applicable

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

Sr. 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 (R/O) (Indicate positive or negative implications)
1	Regulatory Compliance	Risk	The Company faces prominent risk from the possibility of falling behind on fast-changing regulatory standards as per our service sector. As environmental and social regulations continue to evolve at a rapid pace, the likelihood of unintentional noncompliance might arise. This may expose the Company to potential financial sanctions but also risks damaging brand reputation and effecting stakeholder confidence.	To effectively manage the risks associated with rapidly evolving environmental and social regulations company has taken up the following approaches- 1. The Company has implemented a comprehensive compliance strategy. This includes comprehensive policy framework and its implementation. The company aims to further enhance pre-existing resources to introduce real-time monitoring tools to avoid any non-compliance. 2. We conduct regular training to keep our teams informed and foster a culture of accountability and awareness. Our internal policies and controls are continuously updated to align with current standards, supported by advanced compliance management systems that enhance accuracy and efficiency. 3. Regular audits and assessments further reinforce our commitment to compliance, allowing us to identify potential gaps and implement timely corrective actions. Through these proactive measures, the Company aims to protect its reputation, maintain stakeholder trust, and uphold the highest standards of environmental and social responsibility.	Negative

Sr. 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 (R/O) (Indicate positive or negative implications)
2	GHG Emission Management	Risk	The Company's operations including co-working spaces, turnkey interior projects, and furniture manufacturing contribute to emissions through energy consumption and material waste. Without effective emission management, the Company faces increasing regulatory risks as authorities implement stricter climate regulations and carbon pricing mechanisms aimed at reducing environmental impact.	To effectively manage and reduce greenhouse gas emissions, the Company is prioritizing the adoption of renewable energy sources across its operations, including co-working spaces, turnkey projects, and manufacturing units. Energy-efficient technologies such as smart lighting systems, advanced HVAC solutions, and automation tools are being implemented to optimize consumption and reduce operational emissions. Accurate and transparent tracking of emissions through regular GHG inventories and reporting frameworks ensures data-driven decisions, regulatory compliance, and continuous improvement in achieving long-term climate goals.	Negative
3	Waste Management	Risk	Waste management poses a significant risk to the Company's operations across co-working spaces, turnkey projects, and furniture manufacturing. These activities generate considerable waste during construction, renovation, and production. As environmental regulations tighten and stakeholder expectations rise, ineffective waste handling could lead to non-compliance, reputational harm, and increased costs. Sustainable waste practices are essential to minimize landfill use, reduce environmental impact, and uphold the Company's commitment to sustainable and responsible operations.	The Company recognizes the need for stronger waste management practices across its operations. While some measures are already in place, such as regular training programs for staff and contractors to strengthen adherence to waste protocols, further steps are being taken to enhance sustainability. These include implementing project-specific waste management plans, expanding the use of modular and eco-friendly materials, and deploying digital tools to track and monitor waste generation more effectively. The Company also plans to roll out partnering with certified waste handlers and integrating recyclable materials into select projects. In line with circular economy principles, initiatives such as material reuse, furniture refurbishment, and product take-back programs are being explored to reduce landfill impact and extend product life cycles.	Negative
4	Occupational Health and safety	Risk	Given the nature of its operations, the Company acknowledges health and safety as a critical operational risk across its various businesses and subsidiaries. Ensuring occupational health and safety (OHS) is vital to safeguard employees, contractors, and nearby communities, particularly in construction, on-site installations, and manufacturing activities, customers and tenants occupying its co-working and leased spaces. OHS performance directly impacts productivity, reputation, and stakeholder trust.	The Company is committed to maintaining the highest standards of occupational health and safety across its co-working spaces, leased properties, turnkey projects, and furniture manufacturing units. To mitigate related risks, it aims to implement robust OHS policies, conduct regular risk assessments, and ensure mandatory safety training for employees and contractors. Trained safety officers and routine audits will reinforce on-site compliance, while safe, ergonomic environments will be prioritized for both workers and tenants. The Company also emphasizes strict adherence to safety standards by all vendors and contractors, supported by a transparent incident reporting system to drive continuous improvement and ensure the well-being of all stakeholders.	Negative
5	Product & Service Quality	Opportunity	The Company is committed to delivering high-quality products and services. Quality is embedded at every stage, from thoughtful design and durable materials to precision in execution and post-delivery support. The Company prioritizes functionality, aesthetics, and user comfort, ensuring that spaces and products meet the evolving needs of clients while adhering to safety, sustainability, and performance standards. Continuous feedback loops, strict quality control processes, and a focus on innovation drive our mission to consistently exceed customer expectations and set benchmarks in service excellence.		Positive

Sr. 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 (R/O) (Indicate positive or negative implications)
6	Environmental Sustainability - Planning / Operational / Implementation Level	Opportunity	The Company recognizes environmental sustainability as an operational planning and implementation level opportunity, particularly in its manufacturing and construction activities. The potential for environmental degradation, resource depletion, and regulatory non-compliances may impact the Company's acclaim and operational costs.	To address these opportunity, the Company is committed to implementing sustainable practices, such as reducing waste, optimizing energy use, and sourcing eco-friendly materials. Regular environmental audits and compliance checks will be conducted to ensure adherence to environmental standards and regulations. The Company also aims to engage with stakeholders to promote sustainability initiatives and enhance its environmental performance.	Negative
7	Supply Chain Resilience	Opportunity	Enhancing supply chain resilience can lead to cost savings and improved delivery times. By diversifying suppliers, adopting advanced forecasting technologies, and implementing real-time tracking systems, the company can reduce dependency on single sources and respond more effectively to unexpected challenges. Additionally, investing in local sourcing and nearshoring strategies can shorten lead times, reduce transportation costs, and improve adaptability to regional market demands. Proactive supply chain management not only mitigates risks but also enhances customer satisfaction and strengthens long-term operational efficiency.		Positive
8	Digital transformation	Opportunity	Embracing digital transformation, especially within operational and supply chain processes—can offer significant advantages in efficiency, cost management, and agility. Using emerging technologies such as automation, and advanced analytics, the company can revolutionize internal workflows and decision-making capabilities.		Positive
9	Talent Retention and Workforce Development	Risk	In a rapidly evolving business landscape, the ability to attract, retain, and upskill talent is critical to sustaining competitive advantage and operational excellence. Non-fulfilment in doing so may lead to increased turnover rates, loss of institutional proprietary knowledge, higher recruitment costs, and reduced productivity. Moreover, as younger generations prioritize purpose-driven work and flexibility, companies that do not adapt to evolving employee expectations risk disengagement and reputational damage as an employer.	To mitigate the risk of talent and workforce attrition company aims to focus on following approaches- 1. Invest in Learning and Development: Create continuous learning opportunities, including upskilling and reskilling programs, to future-proof the workforce. 2. Enhance Employee Engagement: Foster a positive work environment through clear communication, recognition programs, and employee well-being initiatives. 3. Promote Diversity and Inclusion: Establish inclusive hiring and promotion practices to support diverse talent and foster innovation. 4. Offer Flexibility: Ensure market-aligned pay, flexible working arrangements, and a healthy work-life balance to increase retention.	Negative

Sr. 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 (R/O) (Indicate positive or negative implications)
10	Unethical Business Conduct and Supplier Practices	Risk	Dependence on third-party vendors / Suppliers for essential services such as cleaning, security, and maintenance introduces ESG-related compliance risks. If vendors engage in illegal labor practices, underpay workers, or fail to meet safety and welfare standards, it can lead to reputational damage, legal liabilities, and investor scrutiny.	To avoid these risks in compliance the company is committed to taking the following measures- Comprehensive ESG due diligence during third party supplier/vendor/consultant selection involving assessing potential suppliers based on their environmental, social, and governance practices, ensuring they align with sustainability, ethical labor standards, and legal compliance. Developing and enforcing a supplier code of conduct, based on National labor standards and ILO conventions which ensures vendors follow established ESG guidelines. Regular audits, both scheduled and random, help monitor vendor compliance, while providing ESG training and support foster continuous improvement. By integrating these practices, businesses can ensure their supply chains are ethical, sustainable, and compliant with global standards, mitigating risks and enhancing long-term value for all stakeholders.	Negative

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
1. Policy and management processes									
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.	The mandatory policies are available at https://www.efclimited.in/investor-relation/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	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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As this is our base year, we are actively implementing processes to establish baseline data for key material issues. We are committed to identifying specific goals and targets through ongoing data collection, stakeholder consultation, and risk assessment. These targets, along with defined timelines, will be set and disclosed in subsequent reporting years to ensure meaningful progress and accountability.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable as EFC (I) Limited is reporting for the first time this financial year i.e 2024 - 2025								

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)

EFC (I) Limited is proud to present its Business Responsibility and Sustainability Report (BRSR), reflecting its commitment to embedding sustainability across all operations. As a company focused on creating vibrant, functional, and environmentally responsible workspaces, EFC (I) Limited recognizes the importance of balancing environmental, social, and governance (ESG) priorities with financial growth. By integrating ESG principles into its core strategy, the company aims to create workspaces that are not only functionally superior but also environmentally and socially responsible. This inaugural BRSR reflects the early successes achieved and reinforces EFC (I) Limited's determination to drive sustained progress in this critical domain.

Key Achievements/ Highlights:

- **ESG Integration:** EFC (I) Limited has embedded ESG principles into its operations through robust policies and procedures that promote transparency and adaptability. These efforts focus on identifying opportunities, managing risks, and measuring impacts to protect stakeholder interests.
- **Value Creation:** The company emphasizes value creation through punctual delivery, and responsible living, guided by a strong ESG framework.
- **Sustainable Projects:** EFC (I) Limited's strategy maximizes value from existing and upcoming projects.
- **Operational Eco-Efficiency:** A laser-sharp focus on operational eco-efficiency benefits customers directly while fostering responsible communities. The three-tiered sustainability philosophy (quality, safety, and environment) is cascaded across the supply chain.

Future Targets

By aligning our ESG approach with core values and business philosophy, we reaffirm our commitment to sustainable growth and responsible value creation for all stakeholders. We remain dedicated to continuous improvement, transparent disclosure, and proactive engagement as we navigate the ESG challenges and opportunities ahead.

We have set following realistic and practical targets under Water Management & Consumption, Energy Consumption and Waste management:

Set a goal of reducing Energy Consumption by 10%

Set a goal of reducing water consumption by 10%

Set a goal of reducing waste generation and ending in landfill by 20%

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (i.e.).	Nikhil Dilipbhai Bhuta DIN - 02111646 9820080400 nikhilbhuta@efclimited.in								
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.	Yes - Nikhil Dilipbhai Bhuta is a whole-time director who is responsible for implementing ESG measures at the company.								

10. Details of Review of NGRBCs by the Company:

Subject For Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually /Half yearly/Quarterly, any other-Please Specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		Annual Basis
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		Annual 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
No								

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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:



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

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 & Key Managerial Personnel	2	Corporate Governance (Part 1 & 2)	100%
Employees other than BoD and KMPs	10	- Presentation Skills - E-Mail Etiquettes - Proactive Communication - Enhance You - Enhance Your series with Proactive Communication - AI for Taxation - ESG Introductory session - Financials preparation tools - MS Office - Emotional Intelligence	26.88%
Workers	2	5S - Personal Safety at Workplace	90%

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 based on 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					
Settlement					
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				
Settlement				
Compounding fee				

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
Not Applicable	

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

Our Anti-Bribery and Anti-Corruption Policy aligns with Principle 1 of the SEBI-mandated Business Responsibility and Sustainability Reporting (BRSR), emphasizing the need to operate ethically, comply with anti-bribery laws, and address potential risks.

This Policy applies to all aspects of our business, including:

1. All employees (whether permanent, fixed term, or temporary), contract workers, vendors, and suppliers of EFC (I) Limited.
2. All business partner's including consultants, contractors, their respective employees, and trainees working for EFC (I) Limited.

The policy covers-

1. EFC (I) Limited is committed to conducting business with integrity and maintains a zero-tolerance approach towards non-compliance with anti-corruption and anti-bribery regulations.
2. EFC (I) Limited strictly prohibits bribery and any unethical or illegal payments in its operations.
3. EFC (I) Limited adheres to all applicable anti-bribery and anti-corruption laws in every jurisdiction where it operates.
4. EFC (I) Limited and its stakeholders are prohibited from accepting, offering, or promising anything of value intended to influence decisions or secure improper advantages.
5. Employees are explicitly forbidden from soliciting or accepting bribes or any improper payments.
6. EFC (I) Limited employees and their immediate family members must not accept or offer anything of value to business partners, including competitors and vendors.
7. Bribes cannot be disguised as gifts under any circumstances.

Web-link to the policy: <https://www.efclimited.in/investor-relation/policies/>

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 2024-2025	FY 2023-2024
Directors	-	Not Applicable- As this
KMPs	-	financial year (FY 2024)
Employees	-	is the first year of BRSR
Workers	-	Reporting for EFC (I) Limited

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

	FY 2024-2025		FY 2023-2024	
	Number	Number	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	Reporting for EFC (I) Limited

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

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

	FY 2024-2025	FY 2023-2024
Number of days of accounts payables	53	Not Applicable

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 2024-2025	FY 2023-2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	
	b. Number of trading houses where purchases are made from	-	
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	
	b. Number of dealers / distributors to whom sales are made		Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.78%	
	b. Sales (Sales to related parties / Total Sales)	18.57%	
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	17.04%	
	d. Investments (Investments in related parties / Total Investments made)	0%	

PRINCIPLE 2:



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

ESSENTIAL INDICATORS

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

	FY 2024-2025	FY 2023-2024	Details of improvements in environmental and social impacts
R&D	-	Not Applicable	Not Applicable
Capex	-	Not Applicable	Not Applicable

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Aligned with SEBI's BRSR Principle 2, EFC (I) Limited is committed to sustainable practices in facility management and furniture manufacturing, focusing on environmental impact and social responsibility. This policy applies to all suppliers, covering sourcing, energy use, waste management, emissions control, packaging disposal, water conservation, and compliance with international standards like ISO 9001, ISO 14001, and ISO 45001.

- Promote environmentally responsible practices across all operations by reducing emissions and optimizing resource use.

2. Collaborate with suppliers to ensure alignment with sustainability goals through responsible sourcing and waste management.
 3. Ensure adherence to all relevant environmental regulations at national and local levels.
 4. Foster a culture of social responsibility by supporting employee welfare and community engagement initiatives.
- b. If yes, what percentage of inputs were sourced sustainably?

As this is our first year of reporting, we are currently in the process of assessing our vendors, based on which we will be able to measure and monitor the percentage of inputs sourced sustainably.

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.

Under the waste management policy at EFC (I) Limited our key objectives are as follows:

- i. Complying with all relevant national, regional, and local waste management regulations.
- ii. Implementing the 6R principles (Refuse, Reduce, Reuse, Recycle, Recover, Responsible Disposal) to manage waste effectively.
- iii. Striving for zero waste to landfill certifications wherever feasible.
- iv. Eliminating Single Use Plastics (SUP) from all operations.
- v. Incorporating circular economy principles to minimize waste sent for disposal.
- vi. Setting measurable targets for waste reduction, recycling, and reuse, and regularly monitor progress.
- vii. Practicing segregation of relevant waste (e.g. Food waste) at required locations.
- viii. Training employees on the correct, proper & responsible handling procedures / methods and disposal of various waste types, including wood waste, plastics, and packaging materials.
- ix. Promoting the use of recycled and reusable materials in our operations and sites.
- x. Collaborating with external stakeholders to enhance sustainable waste management practices.
- xi. Raising awareness of sustainable waste management among employees and external partners.

For E-waste and Hazardous waste disposal - it shall be sent to the Registered Recyclers / Waste Collectors. Statutory docs (Manifests) shall be maintained for showcasing the correct and legal method of disposal is adhered to

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.

Yes - We have our waste management plan in process.

Our Waste management policy states that we shall -

1. Adhere to all relevant waste management regulations at national, regional, and local levels.
2. Effectively manage waste through Refuse, Reduce, Reuse, Recycle, Recover, and Responsible Disposal strategies.
3. Strive for zero waste to landfill certifications wherever feasible.
4. Minimize waste through circular economy practices.
5. Obtain registration for Extended Producer Responsibility and ensure compliance with applicable waste categories.
6. Establish targets for waste reduction, recycling, and reuse while regularly monitoring progress.
7. Continuously improve by benchmarking against industry best practices in waste management.
8. Provide training on proper handling and disposal methods for various types of waste.
9. Work with external stakeholders to enhance sustainable waste management practices

EPR is submitted to PCB - however owing to this being an MSME - it is not applicable to our manufacturing entity i.e., Ek Design Industries Limited.

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	354	354	100%	NA	NA	-	-	354	100%	NA	NA
Female	59	59	100%	NA	NA	59	100%	-	-	NA	NA
Total	413	413	100%	NA	NA	59	14.29%	354	85.71%	NA	NA
Other than permanent employees											
Male											
Female											
Total											

*NA - Not Applicable

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	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male											
Female											
Total											
Other than Permanent Workers											
Male											
Female											
Total											

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

	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a % of total revenue of the company	0.01%	Not Applicable

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

Benefits	FY 2024-2025			FY 2024-2025		
	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 %	Data not available	Yes	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Gratuity	100 %		Yes			
ESI	8.72%		Yes			
Other - NPS	-		Not Applicable			

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.

EFC (I) Limited Group of Companies has most of the offices / sites on leased properties which are under the Landlord ownership and control and hence our company does not have the direct access to modify the access and make them more accessible to differently abled. We at our organization are trying to reach out to and sensitize the Landlord and make these accessible for differently abled.

For future sites - these prerequisites will be considered and taken in account.

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.

Equal Opportunity policy has been included in the EFC (I) Limited Employee Handbook - except of same is attached below:

Equal opportunity

EFC (I) Limited provides an equal opportunity for employment with no discrimination on the grounds of race, caste, religion, colour, marital status, gender, nationality, age, ethnicity, sexual orientation, and disability.

It shall be the responsibility of the company and employees alike to maintain an environment devoid of prejudices.

Standard Operating Procedure (SOP) for Recruitment & Selection also includes adherence to equal opportunity guidelines

Weblink of the policy: <https://www.efclimited.in/investor-relation/policies/>

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%	NA	Not Applicable	
Female	50%	NA		
Total	100%	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	NA	Yes, the company has a grievance mechanism for permanent employees: - Issues can be raised informally with managers or formally in writing to HR. - HR acknowledges, investigates, and resolves grievances confidentially within set timelines. - A non-retaliation policy protects employees, and an appeals Committee handles unresolved cases to ensure fairness.
Other than Permanent Workers	NA	
Permanent Employees	Yes	
Other than Permanent Employees	NA	

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

Category	FY 2024-2025			FY 2023-2024		
	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	Not Applicable - No union			Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Male						
Female						
Total Permanent Workers	Not Applicable - No union			Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Male						
Female						

8. Details of training given to employees and workers

Category	FY 2024-2025					FY 2023-2024				
	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)	% (B / A)	No. (F)	% (C / A)
Employees										
Male	354	354	100%	84	23.73%	Not applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited				
Female	59	59	100%	27	45.76%					
Total	413	413	100%	111	26.88%					
Workers										
Male	958	958	100%	-	-	Not applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited				
Female	167	167	100%	-	-					
Total	1125	1125	100%	-	-					

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

We are in process of developing of KRA's and KPI's in a standardized manner for all employees. In forthcoming years, we will be able to review that better

We have employed a new platform for recording and setting up of these distinct goals and tracking them via self and Managerial both.

Category	FY 2024-2025			FY 2024-2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	Not available			Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Female						
Total						
Workers						
Male	Not available			Not Applicable- As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Female						
Total						

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, The Environment, Occupational Health, and Safety (EHS) Policy of EFC (I) Limited applies to all operations and services provided by the company, ensuring a commitment to safety and sustainability across all activities. The policy applies to all employees, contractors, and visitors across all facilities operated by EFC (I) Limited. |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | <p>Policy Implementation and Guiding principles include following processes:</p> <ol style="list-style-type: none"> Develop and Implement an Integrated Management System (IMS) - Create an IMS that integrates environmental, occupational health, and safety management systems. Develop and implement Standard Operating Procedures (SOPs) for all EHS aspects, including waste management, emergency response, machinery safety, product safety, and specific procedures for facility management and furniture manufacturing operations. Regular reviews - The Company will be conducting audits (internal & external) of its EOH&S performance to evaluate compliance with legal requirements and internal standards, identifying areas for improvement and adapting to regulatory changes. b) Establish KPIs to measure EOH&S effectiveness, focusing on accidents, injury rates, incident reports, and employee feedback. c) Conduct mock drills to test the efficacy of emergency procedures Training Awareness- Provide tailored training sessions for all employees on EOH&S requirements, safe work practices, and emergency procedures. Launch campaigns to foster a culture of safety and environmental responsibility, including workshops and informational materials on EOH&S practices. Monitoring and reporting -Establish systems for regular inspections to ensure adherence to EOH&S regulations and internal policies. Create a reporting framework to provide regular updates on EOH&S performance, including compliance status and incidents, ensuring transparency and accountability. Stakeholder engagement -Encourage participation in EOH&S initiatives through committees/ task forces to foster ownership and responsibility. |

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Not Available

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

Safety Incident/Number	Category	FY 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
	Workers	-	
Total recordable work-related injuries	Employees	-	
	Workers	-	
No. of fatalities	Employees	-	
	Workers	-	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	
	Workers	-	

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

EFC (I) Limited 's Environment and Health Safety (EHS) Policy reflects our commitment to sustainability and ESG principles, aiming to reduce our environmental impact and promote safety. This policy applies to all employees, contractors, and visitors across EFC (I) Limited 's operations, ensuring a commitment to safety and sustainability in all activities. It encompasses all operations and services provided by the company, addressing environmental impacts, waste management, and resource conservation to ensure the well-being of all stakeholders.

- Ensure the safety and health of all employees, contractors, and visitors across EFC (I) Limited facilities.
- Establish waste management strategies to minimize environmental impact.
- Establish and maintain comprehensive emergency preparedness and response plans to effectively manage potential incidents and minimize their impact on people and the environment.
- Implement programs to conserve resources such as energy, water, and raw materials, promoting efficient use and reducing waste.
- Foster safety and environmental responsibility through training and awareness programs.
- Adhere to all relevant legal and regulatory requirements for health and safety.
- Minimize environmental risks and impacts throughout all EFC (I) Limited operations
- Promote a culture of environmental sustainability and continuous improvement
- Regularly assess and improve EHS practices based on audits and feedback.

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

	FY 2024-2025			FY 2023-2024		
	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	-	-	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Health & Safety	-	-	-			

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% (By Entity)
Working conditions	100% (By Entity)

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

Not Applicable

PRINCIPLE 4:



BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

EFC (I) Limited has deployed a robust stakeholder engagement process by carefully identifying critical stakeholder groups. This involves evaluating each group's impact on the company's ability to create value and, conversely, the company's influence on their interests. Through this detailed assessment, EFC (I) Limited engages with a diverse array/list of internal and external stakeholders, including employees, customers, suppliers, channel partners, communities, and investors.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement'
Shareholders	No	Email, Website, Annual General Meetings, Quarterly Results, Annual Report, Information to Stock Exchange	As per statutory requirement or as and when required	Long Term Value creation Transparency Good Governance High Reputation & Brand Image
Communities and NGOs	No	Meetings & Visits	Need basis	Education, Empowerment etc.
Customers	No	Video Conferencing Emails Site visit	Need basis	Competitive Cost Transparency in disclosure
Regulators	No	E-Mail & Personal Meetings	Need basis	Information & Statutory Approvals.
Employees	No	Email, Notice Board, Website, Others	As and when required	Employee Feedback
Channel Partners and Key partners	No	Supplier assessment MoU Agreements Contract discussion meetings	Need basis	Product Quality Cost Timely delivery On time payment Ethical behaviour Upcoming technologies or equipment High Reputation & Brand Image

PRINCIPLE 5:



BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	413	413	100%	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Other than permanent	Not Applicable					
Total Employees	413	413	100%			
Workers						
Permanent	Data not available					
Other than permanent						
Total Workers						

2. Details of minimum wages paid to employees and workers, in the following format.

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	Equal to		More than		Total(D)	Equal to		More than	
		Minimum Wage		Minimum Wage			Minimum Wage		Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (B / A)	No. (F)	% (C / A)
Permanent						Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited				
Male	413	-	-	413	100%					
Female	354	-	-	354	100%					
Other than Permanent	59	-	-	59	100%					
Male	Not Applicable									
Female										
Workers										
Permanent	Data not available									
Male										
Female										
Other than Permanent										
Male										
Female										

3. a. Details of remuneration/salary/wages, in the following format:

Gender	Permanent employees		Permanent workers	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3*	3,22,57,347	-	-
Key Managerial Personnel	2	32,00,000	-	-
Employees other than BOD and KMP	352	4,34,100	59	4,83,870
Workers		Data not available		

Note: * Median remuneration of BoD has been calculated on consolidated basis for EFC (I) Limited and it is exclusive of independent directors.

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

	FY 2024-2025	FY 2023-2024
Gross Wages paid to females as % of total wages	15.85%	NA

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 - We do have Committee - POSH / Grievance Redressal Committees wherein the human rights issues are also addressed

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

The Company's Whistle-blower Policy provides a confidential and unbiased avenue for employees to report suspected misconduct. All complaints, referred to as "Reportable Matters," are directed to the Audit Committee, which ensures a comprehensive investigation in an unbiased manner. Based on the findings, the Committee recommends suitable disciplinary actions to address any confirmed issues.

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

	FY 2024-2025			FY 2023-2024		
	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	-	-	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited		
Discrimination at workplace	-	-	-			
Child Labour	-	-	-			
Forced Labour/Involuntary Labour	-	-	-			
Wages	-	-	-			
Other human rights related issues	-	-	-			

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

	FY 2024-2025	FY 2023-2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
Complaints on POSH as a % of female employees / workers	-	
Complaints on POSH upheld	-	

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

Employee Handbook includes the mechanism in place to prevent any adverse consequences to the complainant in discrimination and harassment cases.

Refer to the Employee Handbook Page no 58

9. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements are integral to our business agreements and contracts. While we are currently in the process of formally documenting these requirements for our supply chain partners, we already have a Supplier Selection and Management Policy in place. This policy serves as a guiding instrument for our engagement with value chain partners, including suppliers. Moving forward, we will ensure that this process is thoroughly documented.

10. Assessments for the year

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

The entity conducts regular internal assessments across its operations to ensure compliance with applicable laws and regulations concerning child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wage practices.

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

Not applicable, as no cases were reported.



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 (Megajoules)

Parameter	FY 2024-2025	FY 2023-2024
From renewable sources	-	Not Applicable - As this
Total electricity consumption (A)	-	financial year (FY 2024)
Total fuel consumption (B)	-	is the first year of BRSR
Energy consumption through other sources (C)	-	Reporting for EFC (I)
Total energy consumed from renewable sources (A+B+C)	-	Limited
From non-renewable sources		
Total electricity consumption (D)	5,32,75,234.68	
Total fuel consumption (E)	8,61,904.3	
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	5,41,37,138.98	
Total energy consumed (A+B+C+D+E+F)	5,41,37,138.98	
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00824	
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.1703	
Energy intensity in terms of physical output	Not Applicable	
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	

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 (I)? (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:

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
(ii) Groundwater	-	
(iii) Third party water (Builder/Developer)	4,47,314	
(iv) Seawater / desalinated water	-	
(v) Others	-	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,47,314	
Total volume of water consumption (in kilolitres)	4,47,314	
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000681	
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00141	
Water intensity in terms of physical output	Not Applicable	
Water intensity (optional) - the relevant metric may be selected by the entity	Not Applicable	

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

4. Provide the following details related to Water Discharged

Parameter	FY 2024-2025	FY 2023-2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
No treatment	-	
With treatment - please specify level of treatment	-	
(ii) To Groundwater	-	
No treatment	-	
With treatment - please specify level of treatment	-	
(iii) To Seawater	-	
No treatment	-	
With treatment - please specify level of treatment	-	
(iv) Sent to third parties - Municipal Corporation	-	
No treatment	-	
With treatment - please specify level of treatment	-	
(v) Others	4,02,583	
No treatment	4,02,583	
With treatment - please specify level of treatment	-	
Total water discharged (in kilolitres)	4,02,583	

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

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

No.

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

Parameters	Please specify unit	FY 2024 - 2025	FY 2023 - 2024
NOx	ppm	We are in the process of calculating our emissions.	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
Sox	ppm		
Particulate Matter (PM)	mg/m3		
Particulate Matter (PM) (PM10)			
Particulate Matter (PM) (PM 2.5)			
Persistent Organic Pollutants (POP)			
Volatile Organic Compounds (VOC)			
Hazardous Air Pollutants (HAP)			
Others - CO	mg/m3		

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.

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

Parameter	Unit	FY 2024-2025	FY 2023-2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,471.75	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	10,686.01	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000001851	
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)		0.00003824	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Applicable	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	

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

No, an independent assurance has not been carried out by an external agency.

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

NA

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

Parameter	FY 2024-2025	FY 2023-2024
Plastic waste (A)	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
E-waste (B)	-	
Bio-medical waste (C)	-	
Construction and demolition waste (D)	25.14	
Battery waste (E)	-	
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	-	
Other Non-hazardous waste generated (H). Please specify, if any. (Food, Paper, Cardboard, Metal and Mixed Waste)	312.00	
Total (A+B + C + D + E + F + G + H)	337.14	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000051	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000011	
Waste intensity in terms of physical output	Not Applicable	
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
(i) Recycled	-	
(ii) Re-used	-	
(iii) Other recovery operations	-	
Total	-	

Parameter	FY 2024-2025	FY 2023-2024
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
(ii) Landfilling	20.88	
(iii) Other disposal operations – Municipal Corporation	1.80	
Total	22.68	

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.

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.

The company adopts a comprehensive waste management strategy based on the 6R principles Refuse, Reduce, Reuse, Recycle, Recover, and Responsible Disposal to minimize waste generation and maximize recycling.

- We conduct regular waste assessments and audits, implement strict segregation of hazardous and non-hazardous wastes, and partner with certified recyclers for safe disposal.
- To reduce hazardous and toxic chemicals, we focus on material substitution and process optimization, and train employees in responsible handling and disposal.

Continuous monitoring and measurable targets ensure ongoing improvement and compliance with all regulations.

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.
-	-	-	-

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					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in (I), 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:

Sr. 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				

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.**
The Company is not affiliated 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.**

Sr. No	Name of Trade and industry chambers/associations	Reach of Trade/Industry
No such affiliations exist for the current financial year 2024-2025.		

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 authority	Brief of the case	Corrective action taken
Not Applicable		

PRINCIPLE 8:

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
As per the (Corporate Social Responsibility Policy) Amendment Rules, 2021 - SIA is not applicable to our projects.					

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

Not Applicable

Note: There has been no rehabilitation / resettlement involved at any of our sites / transactions therefore this is Not Applicable

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

We have a robust Grievance redressal mechanism which consists of a sound structured policy, Grievance redressal committee and various grievance raising channel.

Various ways of raising a grievance is via various channels like -

1. Online Complaint Form: Submitting a complaint via a secure online form on our website (mention website link); or
2. Email: Sending an email to a designated GRC email address (mention email address); or
3. Hotline: Calling a toll-free hotline number to report a grievance anonymously (mention helpline); or
4. Written Complaint: Submitting a written complaint addressed to the GRC via internal mail or post (mention email ID and postal address); or
5. In-Person Complaint: Reporting a grievance directly to a member of the GRC or relevant department representative.

All reporting channels are accessible and user-friendly, with clear instructions on how to file a complaint. Information on available reporting channels is readily available through company websites, employee handbooks, supplier contracts, and signage at workplaces. The GRC ensures that access to these reporting channels is in both English/ Hindi or any other vernacular language applicable if the Stakeholder is a Worker or person from vulnerable/ marginalised group.

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

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/small producers	37 %	Not Applicable - As this financial year (FY 2024) is the first year of BRSR Reporting for EFC (I) Limited
Directly from within (I)	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

Location	FY 2024-2025	FY 2023-2024
Rural	-	Not Applicable
Semi-urban	-	
Urban	-	
Metropolitan	100%	

PRINCIPLE 5:



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

ESSENTIAL INDICATORS

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

Under our 'Customer Sustainability Policy' we at EFC (I) Limited have ensured that all customer-facing activities adhere to the highest standards of ethical conduct, transparency, and compliance

We have established centralized feedback platform/channel accessible across all business lines for customers to provide feedback or file grievances regarding sustainability practices, ensuring a transparent and responsive process for customer concerns via a dedicated email / dedicated department and resources of CRM (Client / Customer Relation Management)

We have a robust monitoring system to track compliance with the customer sustainability policy, ensuring transparent reporting on key sustainability metrics to demonstrate progress and identify areas for improvement.

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

Location	FY 2023-2024
Environmental and social parameters relevant to the product	0%
Safe and Responsible usage	100%
Recycling and/or safe disposal	0%

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

	FY 2024-2025		Remarks	FY 2023-2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	Not Applicable		
Advertising	-	-	-			
Cyber-security	-	-	-			
Delivery of essential services	-	-	-			
Restrictive Trade Practices	-	-	-			
Unfair Trade Practices	-	-	-	Not Applicable		
Other	-	-	-			

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

	Number	Reason for recall
Voluntary Recalls	-	Not Applicable
Forced Recalls	-	Not Applicable

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.

The EFC (I) Limited Group Cybersecurity Policy aims to protect digital assets, ensure data integrity, and maintain business continuity. It establishes a framework for safeguarding critical information, mitigating cyber threats, and preparing for IT disruptions. This policy applies to all business aspects, including.

1. All IT systems, data, and cybersecurity practices across EFC (I) Limited Group.
2. Internal and external threats affecting business applications, data storage, and communication networks.
3. Includes Co-Workspace Management, Facility Management, Turnkey Project Management, Furniture Manufacturing, and Real Estate.
4. Protects IT systems (hardware/software) and data processes (collection, storage, transmission).
5. Extends to third-party vendors and external partners.
6. Applies to employees, contractors, and personnel with access to IT systems.

Weblink: <https://www.efclimited.in/investor-relation/policies/>

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.

Not Applicable

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - **0**
- b. Percentage of data breaches involving personally identifiable information of customers - **0**
- c. Impact, if any, of the data breaches - **Nil**

Designated email IDs have been assigned for reporting breaches (if any) across all sites on a Pan-India basis. These reports are then centrally escalated to the IT department for further action.

Sustainability Report

FY 2024-25

About the Report

This report outlines EFC (I) Limited's commitment to sustainable development, responsible business practices, and transparent reporting for the financial year 2024-25. In alignment with SEBI's BRSR framework, it consolidates performance indicators across Environmental, Social, and Governance (ESG) dimensions and includes all consolidated subsidiaries namely, EFC Limited, Whitehills Interior Ltd., and EK Design Industries Ltd.

Our approach emphasizes real-world impact over symbolic compliance. As a real estate-as-a-service company, EFC India Limited provides managed workspaces, turnkey interiors, and furniture manufacturing solutions to a broad clientele across multiple business sectors.

The disclosures herein represent our consolidated performance and ambitions across over 65 operational locations in 6 Indian states

Vision and Mission



Vision:

To empower business growth by providing intelligent, agile, and sustainable work environments.



Mission:

To integrate people-first workspace design, ethical governance, and environmental stewardship in every aspect of our real estate solutions.

Core Values:

- Transparency in Action
- Equity in Opportunity
- Innovation with Responsibility
- Progress through Partnerships

Message from the Managing Director

Dear Stakeholders,

As EFC (I) Limited enters a pivotal stage in its growth story, it gives me immense pleasure to present our first comprehensive Sustainability Report. In the face of a rapidly evolving business environment, we have embraced agility, innovation, and responsibility as our guiding principles.

This year, we strengthened our ESG strategy by reporting through BRSR for the first time. These efforts reflect our conviction that sustainable business is not just a good-to-have but essential to long-term value creation.

We take pride in our progress but also acknowledge the journey ahead. From carbon reduction and inclusive hiring to ESG-linked governance structures, our roadmap is designed with measurable ambition and shared accountability.

Thank you for your continued trust.

Warm regards,

Managing Director, EFC (I) Limited

Corporate Overview

EFC (I) Limited is one of India's leading real estate services companies focused on premium managed offices, coworking ecosystems, turnkey interior contracting, and high-quality modular furniture manufacturing.

With 65 sites and offices across 6 states. It caters to startups, SMEs, and large enterprises seeking scalable, professional, and design-forward office environments.

Key Business Segments:

- **Managed Offices (57% Revenue):** Full-service plug-and-play offices including shared desks and private suites through EFC Limited
- **Turnkey Projects (40%):** Interior design and fit-out services through Whitehills Interior Ltd.
- **Furniture Manufacturing (3%):** Ergonomic, customizable furniture solutions via EK Design Industries

Governance and Sustainability Oversight

To institutionalize sustainability, EFC (I) Limited established an ESG Steering Committee reporting to the Board of Directors. The committee meets annually and is responsible for monitoring ESG KPIs, aligning risk frameworks, and ensuring inter-departmental coordination.

Policies revised this year:

ESG Policy

Environmental Policies:

- Climate Risk Management Policy
- Disaster Management Policy
- Energy Efficiency Policy
- Environmental Health and Safety Policy
- Product Quality and Safety Policy
- Sustainable Sourcing Policy
- Waste Management Policy
- Water Management Policy

Governance Policies:

- Anti Money Laundering Policy
- Business Continuity Plan Policy
- Customer Sustainability Policy
- Fraud Detection and Prevention Policy
- IT and Information Cyber Security & Disaster Recovery Policy
- Responsible Marketing & Ethical Advertising Policy
- Stakeholder Engagement Policy
- Supplier Code of Conduct Policy
- Supplier Selection and Management Policy

Social Policies:

- Anti-Corruption and Anti Bribery Policy
- Conflict of interest
- Grievance Redressal Policy
- Human Rights Policy
- Public Policy Advocacy
- Skill Development Policy

We have also begun materiality mapping with key stakeholder groups to identify top ESG priorities.

Stakeholder Engagement Framework

Our stakeholder engagement framework spans the following dimensions:

- **Clients:** We have client engagement platform, and we reach out to our clients regularly to ensure customer satisfaction.
- **Employees:** We have a feedback mechanism for employees through which we address their concerns diligently
- **Communities:** Our organisation wherever needed is engaging with neighbouring community via a register for receiving feedback from them.

Material ESG Topics

Following internal assessments and external consultations, the following ESG topics have been prioritized for the next two fiscal years:

- Environmental Sustainability - Planning / Operational / Implementation Level
- Regulatory Compliance
- GHG Emission management
- Waste management
- Occupational Health and Safety
- Talent Retention and Workforce Development
- Unethical Business Conduct and Supplier Practices
- Digital transformation

These topics guide our principle-wise disclosures and our ESG investment strategy.

PRINCIPLE 1:



Ethics, Transparency and Accountability (SDG 16, 17)

This Principle emphasizes the importance of conducting business ethically and with transparency, fostering trust, compliance, and integrity across operations. It aligns with SDG 16 (Peace, Justice and Strong Institutions) by promoting strong governance and reducing corruption, and SDG 17 (Partnerships for the Goals) by supporting collaborative frameworks for sustainable development.

At EFC (I) Limited, we firmly believe that integrity and transparency are the bedrock of sustainable business practices. Our governance framework is structured to promote ethical decision-making at all levels, supported by a Code of Conduct that is applicable to directors, employees, and suppliers. In FY 2024-25, 100% of Key Managerial Personnel (KMP) underwent structured training on ethical business conduct and corporate governance. To enhance compliance awareness, a quarterly Ethics Bulletin was introduced, and an internal digital grievance portal was implemented to streamline reporting and resolution of workplace grievances.

During the reporting period, a total of 9 complaints were received through our formal grievance redressal mechanism, out of which 8 were resolved within the stipulated period. While there were no reported incidents of bribery or disciplinary action taken for ethical misconduct, the Whistleblower Policy remained active and accessible to all employees and vendors through the company intranet.

We also plan to undertake regular audits of compliance risk, including data privacy and anti-bribery procedures.

PRINCIPLE 2:



Sustainability in Products and Services (SDGs 6, 7, 8, 9, 11, 12, 13, 14, 15)

This Principle encourages innovation and sustainable thinking across the lifecycle of products and services. Businesses are expected to integrate environmental and social considerations into product development, usage, and disposal. It supports a wide range of goals:

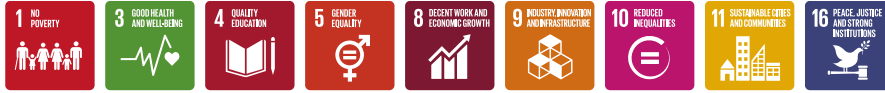
SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land).

At EFC (I) Limited, we recognize that long-term value creation is closely linked to the sustainability of our products and services. Our approach focuses on integrating environmentally responsible practices into every stage of our service offerings ranging from workspace development and turnkey interior execution to modular furniture manufacturing. In FY 2024-25, we took significant steps to embed sustainable materials and technologies in our operations. These included deployment of LED lighting. These initiatives reflect our commitment to minimizing environmental impact while enhancing user comfort and operational performance.

Highlights of FY 2024-25:

- We are committed to include sustainable raw materials and make our products eco-friendly.
- We are in the process of making sure our operations in Whitehills Interior's new fit-out projects use environment friendly paints and adhesives.
- We are planning on an initiative to retrofit LEDs across all our locations to increase our energy savings
- The organisation also plans to automate HVAC systems to reduce per capita energy consumption.

Looking forward, we aim to conduct product lifecycle analyses and integrate green practices in our operations.

PRINCIPLE 3:**Employee Well-being (SDGs 1, 3, 4, 5, 8, 9, 10, 11, 16)**

This Principle underscores the role of businesses in ensuring the physical, mental, and emotional well-being of employees through safe, inclusive, and rewarding workplaces. It is directly linked to SDG 1 (No Poverty), SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), and SDG 16 (Peace, Justice and Strong Institutions).

At EFC (I) Limited, we believe that a resilient, healthy, and inclusive workforce is vital to the long-term success of our organization. We continue to invest in structured employee engagement, safety protocols, and learning opportunities to support holistic well-being. We plan on incorporating physical health screenings, mental health support, ergonomics training, and financial wellness education. We are also strengthening our internal equity frameworks through gender sensitization sessions, flexible work options, and leadership development for women.

To enhance workplace safety and compliance, we conducted fire safety drills at all major sites, ensuring compliance with labour laws, and ensured ergonomically designed workspaces across our coworking and enterprise facilities. We recognize that contractual workers are equally critical to our service delivery model and have included them in our safety, training, and compliance programs. Our employee-centric approach is supported by a fair and transparent grievance mechanism, with a focus on early resolution and continuous feedback.

Key metrics:

- 413 permanent employees (354 male, 59 female); 1,125 contractual staff (958 male, 167 female).
- Gender diversity among permanent employees stood at 14.29%.
- 100% of employees were covered under parental leave.
- Zero workplace fatalities reported during the reporting period

We also plan to organise Diversity, Equity and Inclusivity (DEI) workshops with external experts and introduced menstrual leave and hybrid work options.

PRINCIPLE 4:**Stakeholder Engagement (SDGs 1, 5, 8, 9, 11, 15, 16, 17)**

This Principle promotes the identification, consultation, and collaboration with stakeholders, fostering shared value and inclusive growth. It is aligned with SDG 1, SDG 5, SDG 8, SDG 9, SDG 11, SDG 15, SDG 16, and SDG 17, encompassing goals around poverty alleviation, gender equality, industry resilience, community well-being, biodiversity, strong institutions, and global partnerships.

At EFC (I) Limited, we believe that transparent and meaningful engagement with stakeholders is essential to creating long-term, sustainable value. We actively engage with employees, clients, investors, suppliers, regulatory bodies, and communities to understand their expectations and integrate them into our business strategy. This year, stakeholder feedback was instrumental in shaping our environmental practices, community programs, and service experience improvements. Our outreach is conducted through structured mechanisms such as surveys and register for community feedback.

FY 2024-25 engagement.

- Employee ESG trainings conducted twice through the year
- Established a stakeholder feedback mechanism

These insights informed our roadmap to enhance client transparency, workplace accessibility, and energy efficiency.

PRINCIPLE 5:



Human Rights (SDGs 5, 8, 9, 10, 16)

This Principle asserts that businesses must respect and uphold the human rights of all individuals they affect, directly or indirectly. It supports SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), and SDG 16 (Peace, Justice and Strong Institutions), all of which address fairness, opportunity, inclusion, and legal protection.

EFC (I) Limited is committed to upholding and promoting human rights across its operations, supply chain, and stakeholder relationships. Our policies are aligned with the principles of equality, dignity, and non-discrimination. In FY 2024-25, we strengthened these commitments by integrating human rights, conducting workplace sensitization sessions, and improving access for differently-abled individuals. Our approach ensures that all workers permanent, contractual, and third party are treated with fairness and respect.

FY 2024-25 actions:

- Human Rights Policy communicated to all vendors and employees.
- Internal assessments were conducted at our sites to ensure the application of human rights laws.
- We are committed to equal opportunity and inclusive diversity in our hiring process.
- We plan to conduct "Safe Office" orientation, focusing on gender sensitivity and anti-harassment practices.

No human rights grievances or violations were recorded during the reporting period.

PRINCIPLE 6:



Environmental Stewardship (SDGs 6, 7, 8, 9, 10, 11, 12, 13, 14, 15)

This Principle requires businesses to operate in an environmentally responsible manner by reducing pollution, conserving resources, and mitigating climate risks. It supports SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 10 (Reduced Inequalities), SDG 11 (Sustainable Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land).

EFC (I) Limited recognizes that environmental responsibility is fundamental to long-term business resilience. As a real estate services provider operating across 65 locations, our environmental impact spans energy use, water consumption, and material management. We are committed to aligning our operations with principles of sustainability, resource efficiency, and regulatory compliance. Our approach emphasizes reduction of our ecological footprint through prudent consumption, effective waste handling, and structured environmental monitoring.

We maintain a policy of continual improvement across our environmental metrics and aim to enhance our performance through progressive tracking and disclosure practices. As part of our sustainability roadmap, we aim to improve transparency around carbon emissions and strengthen governance over natural resource use. While our operations are currently dependent on non-renewable inputs, we are evaluating strategies to introduce greener alternatives and reduce long-term dependency on finite resources. Our disclosures under Principle 6 form the basis of our environmental stewardship commitments.

Key figures from FY 2024-25

- Total electricity consumption (non-renewable): 5,32,75,234.68 MJ
- Total fuel consumption (non-renewable): 8,61,904.3 MJ
- Total water consumed: 4,47,314 KL
- Water discharged to external sources: 4,02,583 KL
- Total waste generated: 337.14 metric tonnes
- Waste disposed via landfilling: 20.88 metric tonnes
- Construction & demolition waste: 25.14 metric tonnes
- Scope 1 GHG emissions: 1,471.75 tCO₂e per Year
- Scope 2 GHG emissions: 10686.01 tCO₂e per Year
- Total GHG Emissions: 12,157.76 tCO₂e per Year

PRINCIPLE 7:**Public Policy Advocacy (SDGs 16, 17)**

This Principle encourages companies to advocate for policies that support sustainable development, while remaining non-partisan, transparent, and ethical. It directly supports SDG 16 (Peace, Justice and Strong Institutions) and SDG 17 (Partnerships for the Goals) by fostering civic responsibility and policy collaboration.

EFC (I) Limited engages in policy dialogue and industry advocacy in a manner that is ethical, transparent, and aligned with our sustainability goals. We believe that businesses have a constructive role to play in shaping sectoral policies and promoting sustainable development frameworks. Our advocacy is guided by our internal Code of Conduct, which prohibits political affiliations, lobbying for private gain, or engaging in advocacy that undermines environmental or social well-being. We participate in collective industry platforms to support fair regulation, coworking sector representation, and ESG disclosure simplification for mid-sized enterprises.

In FY 2024-25, our leadership team contributed to discussions on coworking policy standards. While we do not fund political activity or engage in legislative lobbying, we remain open to contributing research-backed suggestions to policymakers. Our approach ensures that advocacy efforts are conducted with a view to public good, sectoral equity, and compliance with applicable laws.

Key statements from FY 2024-25:

EFC does not engage in political funding or corporate lobbying.

- No affiliations with trade unions or political action committees.
- Advocacy conducted through recognized platforms; not in individual or partisan capacity.
- All external representations comply with the company's Code of Conduct and ethical standards.

PRINCIPLE 8:**Inclusive Growth and Equitable Development (SDGs 1, 4, 8, 10)**

This Principle addresses the role of business in reducing inequality, promoting inclusive economic growth, and creating access to opportunities for all. It aligns with SDG 1 (No Poverty), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities).

EFC (I) Limited understands that business success must translate into tangible improvements in the lives of communities we operate in. We are committed to enabling inclusive economic participation by supporting MSMEs, promoting equitable sourcing, and engaging with vulnerable groups. Through our hiring practices, procurement policies, and community outreach, we aim to foster local value creation and reduce systemic barriers to opportunity. Our efforts are guided by internal ESG frameworks and community grievance redressal mechanisms to ensure transparency and continuous improvement.

Although this is our first year of BRSR reporting, we are actively working toward tracking and enhancing our impact through measurable inclusion metrics. While turnover-based procurement allocations and impact assessments are still being finalized, we have developed mechanisms for identifying marginalised stakeholders and engaging with them on a need-basis. Going forward, we aim to publish detailed social performance targets and integrate inclusive development KPIs across departments.

Key disclosures from FY 2024-25

- Community grievance mechanism implemented with multi-channel access
- No community complaints filed or pending during the year
- Input material sourced from MSMEs/small producers: 37%
- New job creation took place 100% in metro areas.
- CSR applicable under Section 135 of Companies Act: Yes;

Turnover (in Rs.) - 6,56,77,94,000

Net Worth (in Rs.) - 5,81,05,20,000

PRINCIPLE 9:



Customer Value and Responsibility (SDGs 8, 9, 12, 14, 15)

This Principle urges businesses to deliver safe, fair, and innovative products and services while respecting consumer rights and protecting data privacy. It supports SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production), SDG 14 (Life Below Water), and SDG 15 (Life on Land), by encouraging responsible production and consumption and minimizing ecological harm.

EFC (I) Limited is committed to delivering transparent, fair, and responsive services to all its consumers. As a provider of managed office solutions, our business directly interacts with enterprise clients, startups, and professionals across India. We uphold the principles of honest communication, clear pricing structures, and robust feedback systems to build long-term trust and accountability. In FY 2024-25, we continued to promote ethical marketing practices and user-centric service design, guided by our internal Policy framework. We strive to empower our clients through accessible grievance mechanisms, timely redressals, and sustainability awareness.

To ensure customer protection, all our service agreements and policy communications are designed in plain language and are made available digitally at the point of contract. While we do not offer products or services impacting consumer health or safety in the traditional sense, we are attentive to the comfort, security, and accessibility of our shared work environments. As part of our ESG roadmap, we aim to enhance digital transparency and develop tools for clients to monitor their own sustainability performance within EFC-managed spaces.

Key disclosures from FY 2024-25

- Mechanism for consumer feedback available: Yes
- No consumer complaints recorded related to unfair trade practices, misleading advertisements, or pricing fraud