

#### **SAMHI Hotels Ltd.**

CIN.

L55101DL2010PLC211816 Regd. Office: Caspia Hotels Delhi, District Centre Crossing, Opp. Galaxy Toyota Outer Ring Road, Outer Ring Rd., Haider Pur, Shalimar Bagh, Delhi-110088. 11th November 2025

To,

**BSE Limited** 

Department of Corporate Services Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001, India National Stock Exchange of India Limited

Listing Department

Exchange Plaza, C/1, Block G,

Bandra Kurla Complex, Bandra (E), Mumbai - 400051, India

Scrip Code: 543984 Trading Symbol: SAMHI

#### **Subject: Corporate Presentation**

Dear Sir/ Ma'am,

Please find attached the Corporate Presentation for the Investors Conference scheduled for 11<sup>th</sup> November 2025, organized by Ambit in Mumbai.

This information is also being uploaded on the website of the Company i.e. https://www.samhi.co.in/

You are hereby requested to take the above information on your records.

Thanking You,

For SAMHI Hotels Limited

Sanjay Jain Senior Director- Corporate Affairs, Company Secretary and Compliance Officer

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www.samhi.co.in



## Go for greatness



**Corporate Presentation** 

11th Nov 2025

#### Presenters



Ashish Jakhanwala

Founder, MD & CEO



Rajat Mehra

CFO



Gyana Das

**EVP & Head of Investments** 



Nakul Manaktala

VP – Investments



# Business Environment

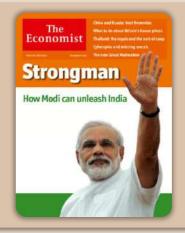




















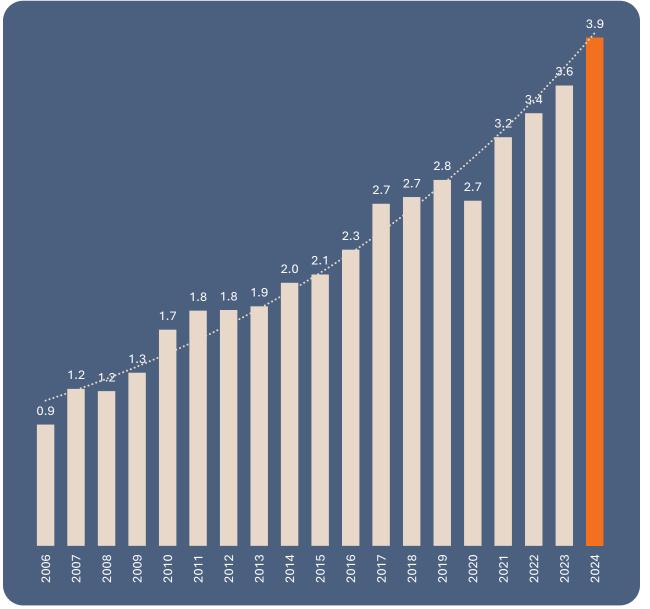


## World follows the headline, we follow the trendline

# India's GDP has grown 4x

in less than 20 years & continues to outpace global growth

**Growth Rate Comparison**: Between 2022 and 2032, **the travel and tourism sector is anticipated to grow** outpacing the projected global economic growth rate by ~2x<sup>1</sup>



Note: All figures in US\$ TN<sup>2</sup>

#### India Travel & Tourism Lagging Global Markets

GDP generated directly by the Travel & Tourism sector (as a % of total GDP) lags global average by 260 bps in CY 23, representing a massive opportunity for disproportionate growth of the sector to catch up with global peers

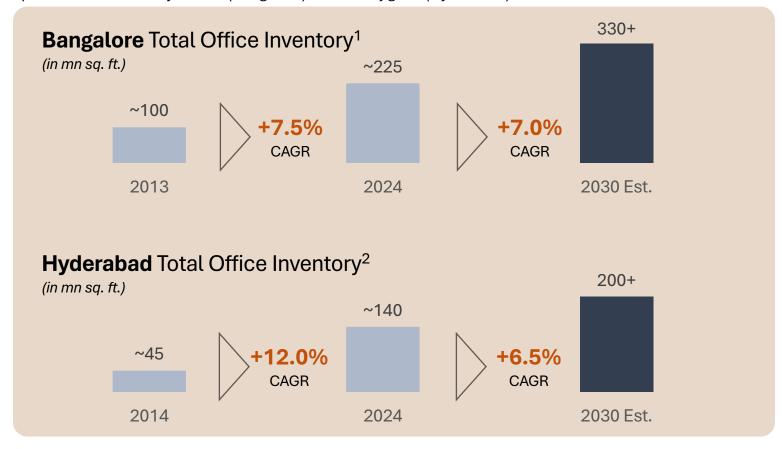


Source: World Travel & Tourism Council (WTTC)

City	Office Stock <sup>3</sup> (mn sq. ft.)
New York City	~500
Washington	~420
Chicago	~350
Dallas	~340
Bangalore (2030 Est.) <sup>1</sup>	330+
Los Angeles	~325
Boston	~300
London	~285
Bay Area	~280
Houston	~280
New Jersey	~240
Atlanta	~230
Bangalore (Current) <sup>1</sup>	~225
Berlin	~210
Shanghai	~210
Hyderabad (2030 Est.) <sup>2</sup>	200+
Paris	~200
Beijing	~165
Delhi	~155
Frankfurt	~155
Mumbai	~150
Munich	~150
Hyderabad (Current) <sup>2</sup>	~140
Tokyo	~140
Hong Kong	~140
Shenzhen	~120
Singapore	~65
Sydney	~60

# Cities like Bangalore & Hyderabad are transforming into some of the largest office markets globally

**Note**: data includes only grade-A office space, thus excluding large parts of office space in older office precincts such as City Center (Bangalore) and Somajiguda (Hyderabad)



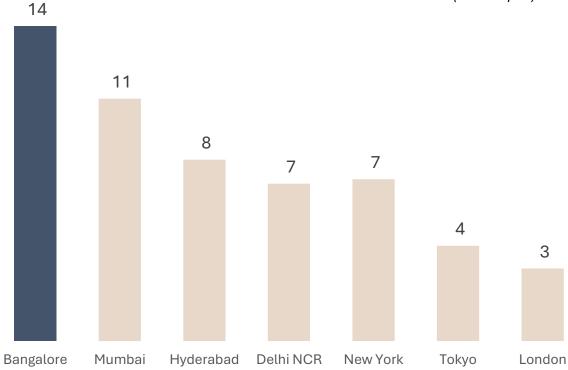
<sup>1:</sup> Source - CBRE

<sup>2:</sup> Source - CBRE and the Hyderabad Software Enterprises Association (HYSEA)

Bengaluru led the world in office leasing activity in CY2024, recording a historic 14+ million square feet of net absorption

#### CY2024 Net Absorption

(in mn sq. ft.)





# **Aviation Growth Fueling Demand**

3<sup>rd</sup>

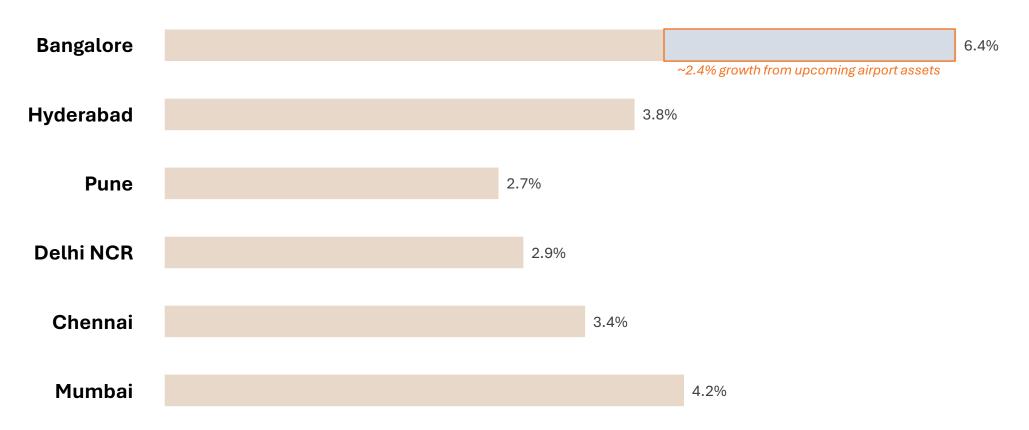
largest aviation market globally

(by number of passengers, behind USA and China)

#### **Hotel Supply Growth Outlook**

**Market Growth Estimates** (FY26-FY30E)

**Supply growth** = Estimates basis current pipeline (FY26-FY30E)



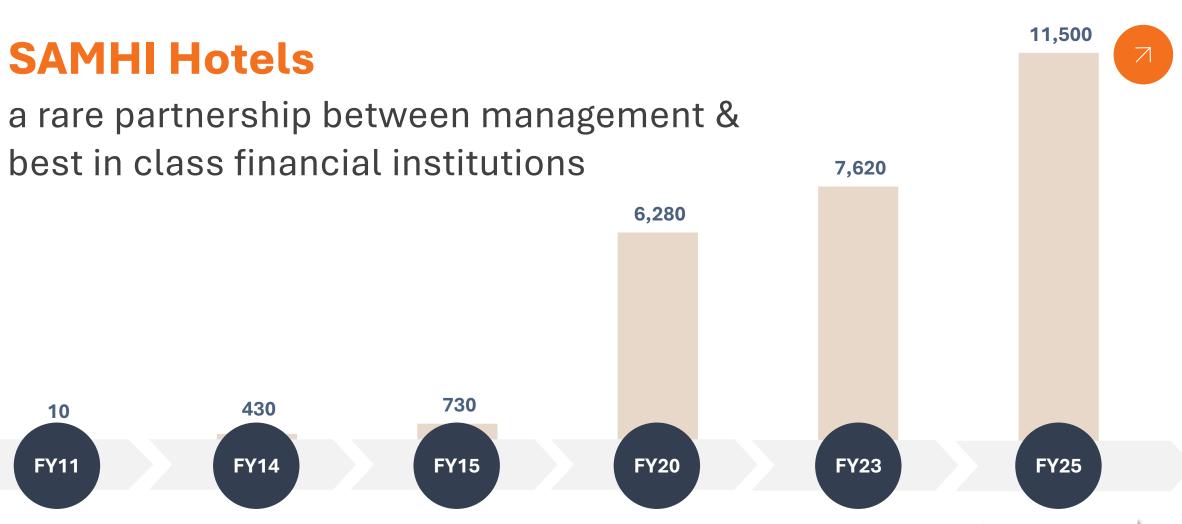
# SAMHI Hotels Ltd Our journey





31 hotels4,862 rooms11 brands 13 cities

Company of scale created in rapid time through our Acquisition & Turnaround strategy











Strategic Partnership with GIC





#### **Shareholder Testimonials**





**Tom Heneghan**CEO

Equity International





**Gaurav Dalmia**Chairman
Landmark Holdings

"Equity International, a private equity firm founded by Sam Zell, made its first investment in SAMHI in 2011. Over the next fourteen years, we participated alongside Ashish Jakhanwala and his exceptional team to transform a blueprint concept into a leading branded hotel ownership and asset management platform. Despite facing impacts of the COVID-19 pandemic and other significant challenges, the management team consistently demonstrated their ability to execute effectively even through the most severe conditions. By pursuing value-enhancing opportunities while properly managing risks, Ashish and his team were able to return the company to prepandemic profitability and launch a successful IPO in 2023. Today, SAMHI is well-positioned to expand its market share and achieve further scale within an in-demand, yet undersupplied sector of the Indian hospitality market."

"In the hotel industry in India, the demand-supply gap was obvious, whether one looked at hotel room numbers in metros in other countries, or the disproportionately low new hotel room capacity additions that were happening as compared to office space additions across India. Given the high cost of land, and the risk premium on development projects in India, the challenge was whether we could build capacity at a low enough price point and still earn a reasonable rate of return. I think SAMHI has shown it can navigate the terrain well and capitalize on the emerging business travel trends."



#### Sector

- Multi-decade opportunity tailing growth of Indian economy
- Growth of disposable income and discretionary spending
- Urbanization trends to continue creating new markets
- Higher share of global outbound

#### **Acquisition & Turnaround Strategy**

- Finding opportunities where others see problems
- Programmatic value creation in under appreciated assets
- Quick capex-to-revenue cycle
- Make capital work harder and more efficient

The core of our strategy has been a constant effort to minimize development risk. There is a huge pool of assets waiting to discover their **true potential & value** 



# What sets us apart -

01

Ability to work with institutional capital

Raised capital from various best-in-class financial institutions with the highest corporate governance standards 02

Acquisition & turnaround experience

Demonstrated track record in closing multiple M&A transactions and executing turnarounds 03

Dominant share with leading operators

One of the largest owners of Marriott and IHG branded hotels in India; centralized clusters boost efficiencies and margins 04

Analytical approach

Data backed asset management, building equipment monitoring and acquisition underwriting using proprietary tools



#### Acquisition & Turnaround

# Programmatic value creation in under appreciated assets



High Potential Location

Choose a high
potential micromarket with long term
demand and high
barriers for new
supply



Product Upgradation and reconfiguration

We have created tremendous upside by upgrading and reconfiguring product. It allows better price position, higher operating efficiency and target a superior brand



Strong brand

Strong relationships to attract highest brand for given product



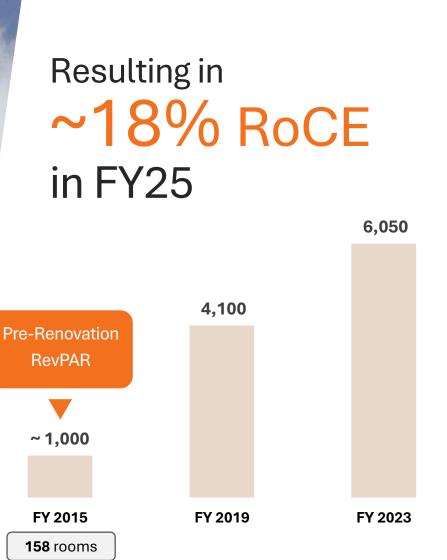






#### Acquisition & Turnaround

9,140



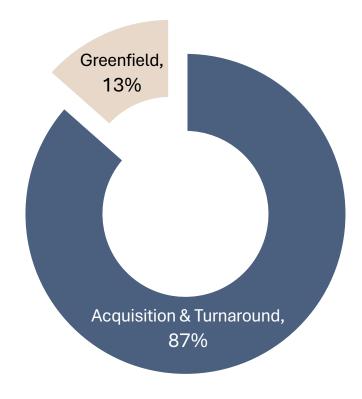
25%+
Target ROCE

272 rooms
326 rooms

#### Image: Control of the control of the

#### **Acquisition & Turnaround**

We have repeated this playbook several times with about 87% of our hotel inventory being developed through acquisitions





#### Acquisition & Turnaround

Rebranding of 2
portfolios to Holiday Inn
Express and Fairfield by
Marriott

Proven track record for yield expansion

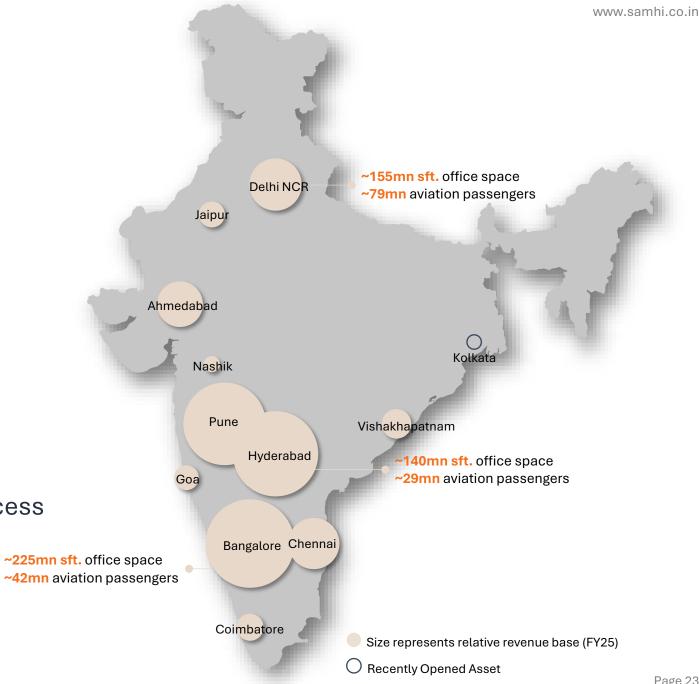






#### We seek high density locations in key cities

This provides our asset with a stable operating environment with low future volatility. Allows us to focus on product, brand and strategy to drive success and not a market forecast



#### **Key Cities and** Upper Mid-scale Upscale+ **Micro-markets** Mid-scale **NCR** Gurugram **Hyatt Place** HIEX Delhi Noida HIEX **Bangalore** Westin Whitefield Fairfield HIEX **Tribute Portfolio** (Oct'24) City Centre Fairfield HIEX **Outer Ring Road** Courtyard Fairfield North Bengaluru **Electronic City Hyderabad** W **HITEC City** HIEX (Nov'24) Mid-scale Financial District **Sheraton** Fairfield (Aug'25) City Centre HIEX Airport Kokapet **Pune Hyatt Regency** North Fairfield Courtyard<sup>1</sup> Hinjewadi / Pimpri HIEX City Center Chakan Mumbai South Mumbai **BKC** Fairfield<sup>2</sup> Westin<sup>2</sup> Navi Mumbai (Oct'25) (Oct'25)

#### We continue to increase our market share of "New India"

Our strategy is to cover all key commercial districts at different price points and post IPO, we have secured assets across markets and segments

With the proposed Westin + Fairfield by Marriott in Navi Mumbai, we now have presence in all key markets across India

Pre-IPO

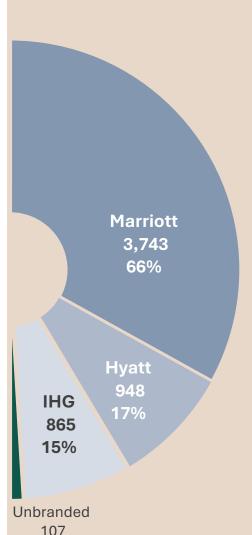
**Post IPO** 

# Dominant share with leading operators

Our hotels operate under some of the most

## well recognized global hotel brands

This gives us access to loyalty programs, distribution and high degree of customer affinity



2%











**Upcoming Brands** 



WESTIN
HOTELS & RESORTS

TRIBUTE PORTFOLIO









## SAMHIntel is now





"SID" is our inhouse and proprietary asset management tool. It provides valued insights to our business across the portfolio and market.

#### "Siddhartha – the one with knowledge and purpose".

- Portfolio Details
  Asset, area, facilities, segment, market
- Asset Performance

  Day-by-day, demand pattern, holiday impact, KPI

monitoring, benchmarking

- Financial Performance

  Asset and Company P&L, Balance Sheet, Trial Balance level details
- Market Data
  Commercial office space, air passenger data, asset compset performance

## Portfolio Snapshot

## Our portfolio spans across price points capturing a wide segment of travelers



#### Mid-scale

Unique portfolio of assets with a 14 sq. mt. room but competing with much larger room products in the market

Low footprint and capex per key, coupled with high operating efficiency give us tremendous headroom to grow



#### Upper Mid-scale

Bridge to high-end hotels. Maintain efficiency of Mid-scale but allow us to leverage the market opportunity



#### Upper Upscale & Upscale

Individually curated hotels capturing the high-end travelers, MICE and local dining business

Driven by conversions given complexities of development

## Upper Upscale & Upscale

5 Hotels +6 Under Development

**1,086** Rooms

(+1277\* under development/ rebranding)

₹2,379mn Revenue (H1FY26)

# Operating















WESTIN
HOTELS & RESORTS

TRIBUTE PORTFOLIO

Bengaluru









W HOTELS Hyderabad

#### **Upper Mid-scale**

14 Hotels +1 Under Development

**2,047** Rooms

(+436\* under development and inc. 473 under rebranding)

₹2,420mn Revenue (H1FY26)



















#### Mid-scale

12 Hotels+ 1 Under Development

**1,729** Rooms

(+260 under development)

₹865mn Revenue (H1FY26)











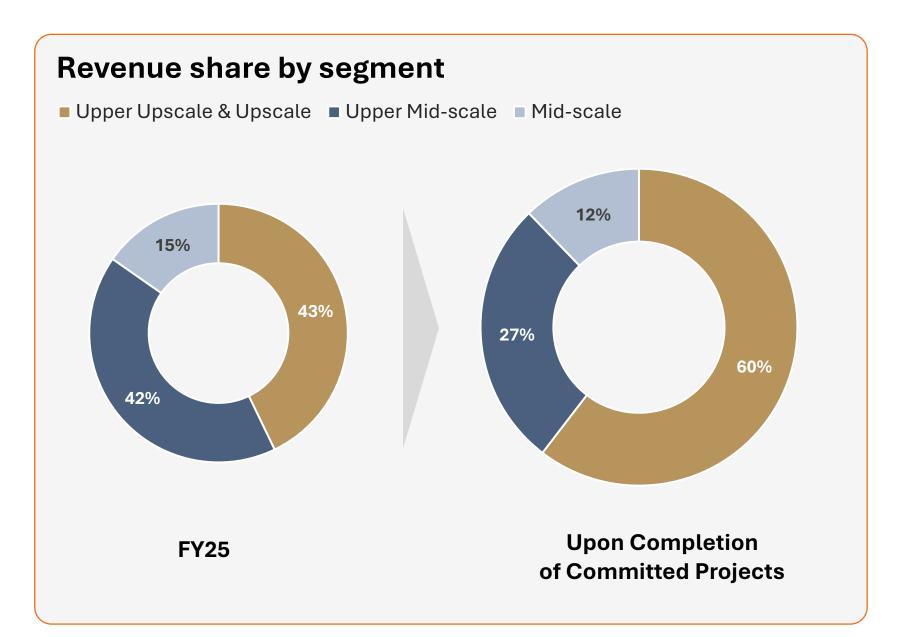








## Operational Overview 👨



# Diverse Segmentation Mix

On-going rebranding/ renovations to increase **Upscale share of revenues** from ~42% to ~60%

## Room Revenue Focused Business

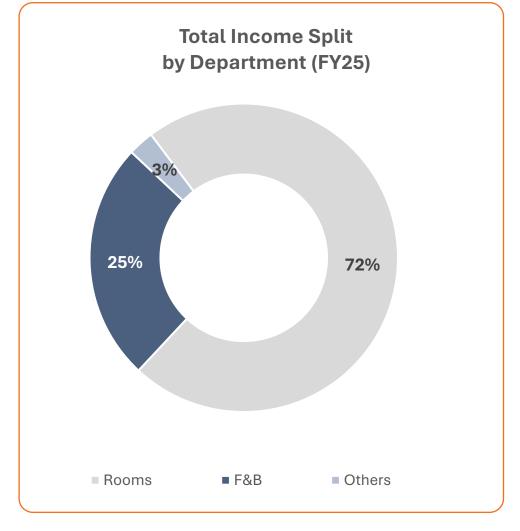
Assets located in key business districts with predictable demand source

Share of Room Revenue by Segment (FY25)

90% Mid-scale

74% Upper Mid-scale

64% Upper Upscale & Upscale





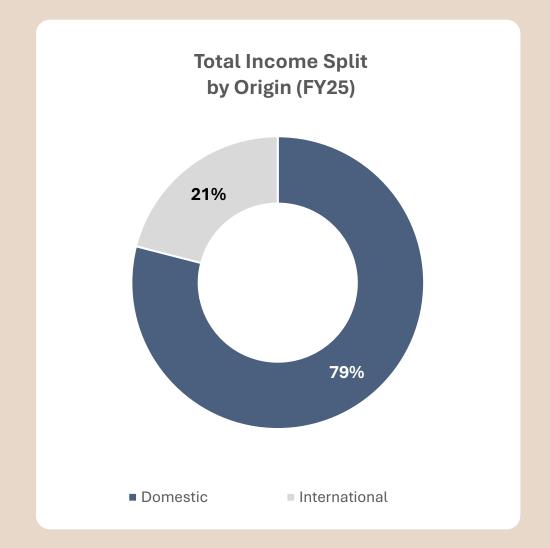
## Portfolio Catering Primarily to Domestic Travelers

Share of Domestic Volume by Segment (FY25)

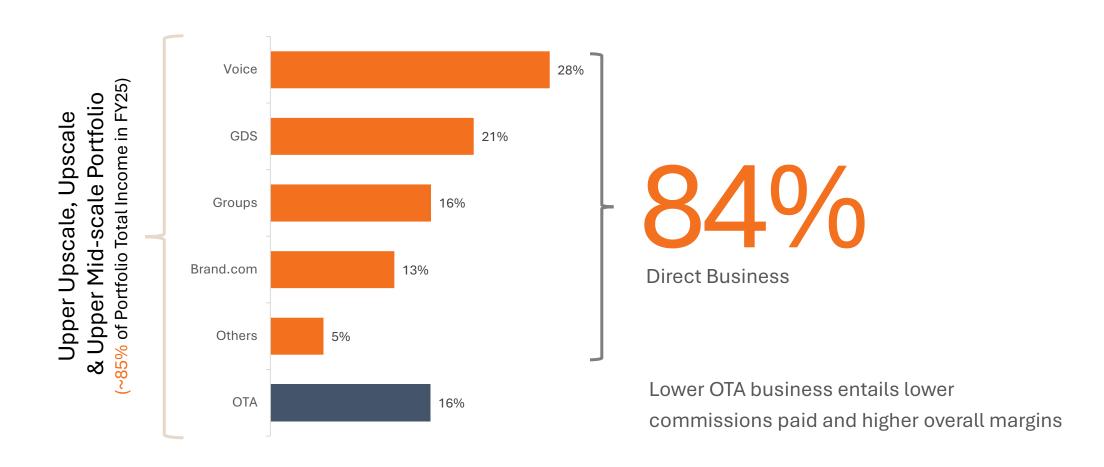
94% Mid-scale

76% Upper Mid-scale

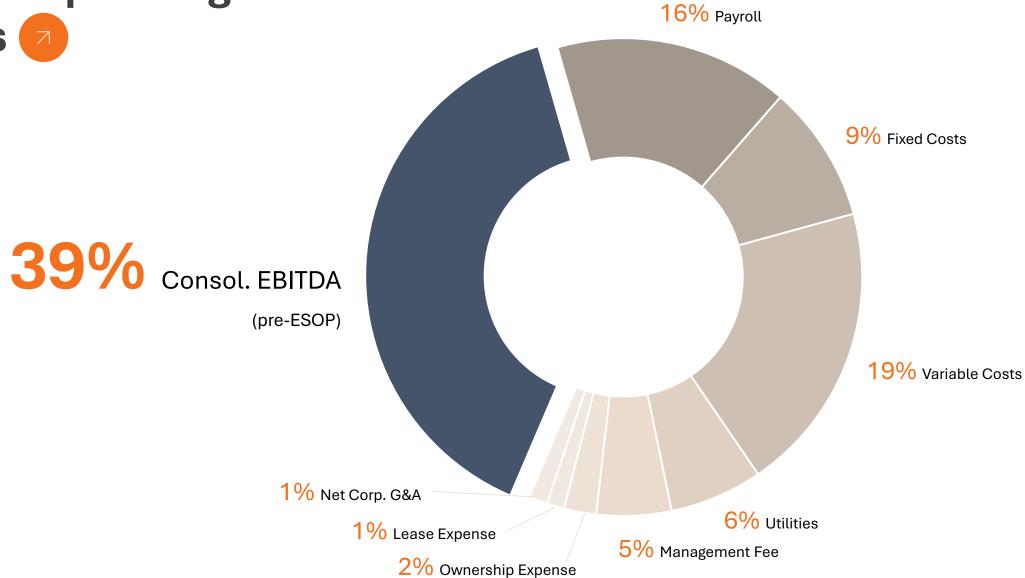
65% Upper Upscale & Upscale



### Strength of Brand & Distribution Entails More Direct Business

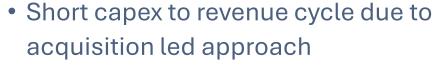


### **Portfolio Operating** Margins <a>a</a>



## Financial Summary •

# Acquisition led Strategy has delivered scale



 Discount to replacement cost for long term returns Long term variable leases to use 6,276 capital more efficiently 4.901 4,434 4,202 3,572 3,331 1,793 1,721 732 434

FY20

FY19

FY21

FY22

FY23

FY24

FY25

Consol Revenue

**32%** CAGR (10 yrs.)

■ Consol EBITDA pre ESOP

**44%** CAGR (10 yrs.)

Note: All figures in ₹mn, unless specified otherwise

FY14

FY15

FY16

FY17

FY18

FY13

FY12

	Pre-COVID	Pre-IPO	Post IPO	Actual	Proforma (GIC Partnership Impact)	Actual
	FY2020	FY2023	FY2024	FY2025	FY2025	H1 FY2026
Total Revenue	6,276	7,614	9,787	11,497	11,497	5,836
EBITDA (Reported)	1,720	2,606	2,879	4,257	4,257	2,161
Finance cost	2,521	5,221	3,451	2,288	1,700 – 1,750	933
Depreciation	1,262	963	1,137	1,168	1,168	587
PBT before exceptional items	(2,063)	(3,577)	(1,709)	801	1,330 – 1,390	641
PAT	(3,440)	(3,386)	(2,346)	855	1,390 – 1,440	1,190 <sup>1</sup>
Attributable to: SAMHI Shareholders	(3,440)	(3,386)	(2,346)	855	970 – 1,020	1,097
Attributable to: Minority Interest	-	-	-	-	420	93



Net Debt-to-EBITDA reduced to ~2.9X driven by strong growth in earnings and deleveraging through GIC transaction

< 3.0x

Target Leverage

### **Gross Debt Profile**

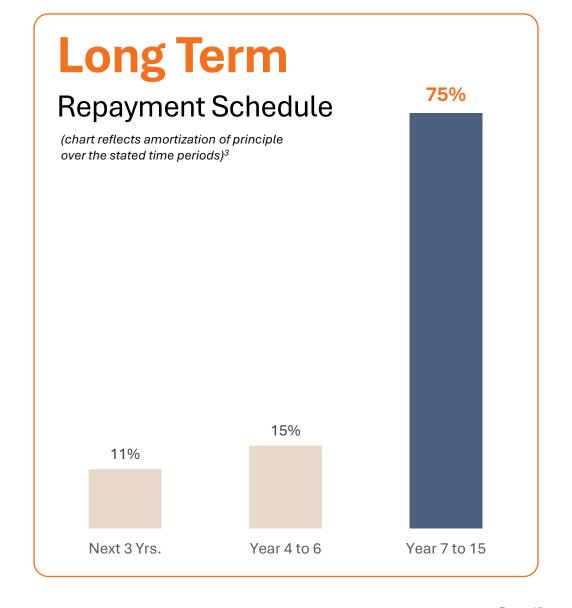
#### **Debt by Interest Rate**<sup>1</sup>

Particulars	% of Total
less than or equal to 8.50%	58%
8.51% to 9.20%	37%
9.21% to 10.00%	5%
More than 10.00%	<0.05%

~8.5%

Weighted Avg. Cost of Debt

Latest sanction received at ~7.9%<sup>2</sup>



<sup>2:</sup> Includes upfront fee amortized over 3 years

# Profit and Loss Statement

	Pre-COVID FY2020	Pre-IPO FY2023	Post-IPO FY2024	FY2025	H1 FY2026
Total Revenue	6,276	7,614	9,787	11,497	5,836
YoY% Growth	28.1%	128.6%	28.5%	17.5%	12.0%
Consol. EBITDA (Reported)	1,720	2,606	2,879	4,257	2,161
Consol. EBITDA % Margin	27.4%	34.2%	29.4%	37.0%	37.0%
YoY% Growth	75.2%	1097.1%	10.5%	47.9%	16.3%
PBT before exceptional items	(2,063)	(3,577)	(1,709)	801	641
PAT	(3,440)	(3,386)	(2,346)	855	1,190 <sup>1</sup>

# Balance Sheet 7

	Pre-COVID FY2020	Pre-IPO FY2023	Post-IPO FY2024	FY2025	H1 FY2026
Fixed Assets (inc. CWIP)	22,970	19,291	25,302	27,657	28,264
Cash & Cash Equivalents	1,387	1,731	2,625	1,602	2,460
Net Worth	2,119	(8,076)	10,385	11,421	18,342
Total Borrowings	19,715	27,875	20,773	21,302	16,116
Net Debt-to-EBITDA	11.8x	8.7x	4.9x	4.4x	2.9x
Cost of Debt	11.8%	12.5%	9.8%	9.2%	8.5% <sup>1</sup>

## Return Analysis

### Capital Employed

Asset Status	% Capital Employed <sup>1</sup>
Mature Assets	~48%
ACIC Portfolio	~33%
Pending Turnaround	~8%
Growth	~7%
Held for Sale	~3%

~₹33,000mn

Total Capital Employed<sup>1</sup>

### Path to Delivering Mid-Teen

ROCEs 7

10% RoCE in FY25



Asset Status	% Capital Employed <sup>1</sup>	RoCE
Mature Assets	~48%	17.0 – 18.0%
ACIC Portfolio	~33%	5.5 – 6.5%
Pending Turnaround	~8%	4.5 – 5.5%
Growth	~7%	0.5 – 1.5%
Held for Sale	~3%	2.0 - 3.0%

# Target 15%+ Portfolio ROCE

Stabilize ACIC portfolio to mid-teen ROCEs by enhanced revenue management and renovation / re-branding of the Four Points in Pune and Jaipur

Corrective interventions and stabilization of assets that are pending turnaround

Delivery of ongoing growth projects to augment samestore growth with targeted mid-teen ROCEs

Disposal of non-core assets to further enhance overall group ROCE profile

MEP, 15%

12 Months

Fitouts, 30%

Design / Consultants, 10%

**12-18** Months

Structure & Façade, 15%

**0-12** Months

Land & Approvals, 30%

Average Cost Structure

### Leasehold Business Model

Lower Capex-to-Revenue Cycle

Outsource land and building structure to Lessor, thus reducing a ~4-year capex cycle to < 2 years

Capital Efficient Structure

Lower capex per key given land and building is funded by the Lessor enables rapid scaling up of this strategy utilizing internal accruals

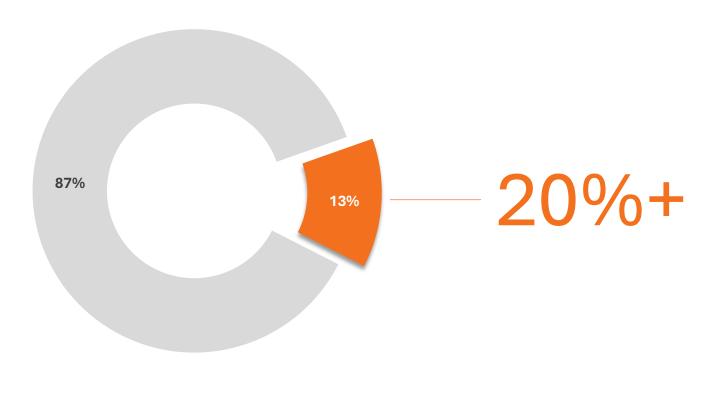
7 ROCE Accretive

Small lag between cash outflows and inflows, coupled with relatively lower capital employed ensure high ROCE profile

# Path towards Capital Efficient Business Model

#### **Revenue Contribution (FY25)**

Freehold

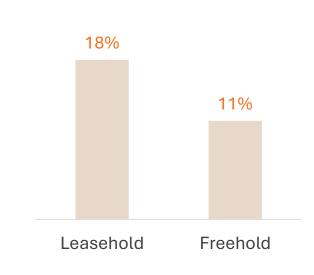


Leasehold

We target to grow our highreturn leasehold business model which is significantly more capital efficient in order to achieve our target of 20%+ revenue contribution from leased assets

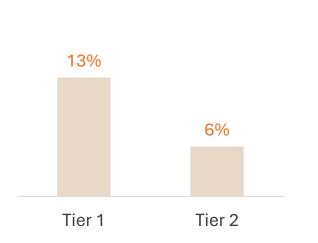


### FY25 ROCE Profile



#### By Ownership

ROCEs for leasehold assets have outperformed freehold assets due to their capital efficient structuring



### By Market

Our core markets in Bangalore, Hyderabad, NCR, Pune and Chennai with a stable demand-supply base have materially outperformed other markets such as Ahmedabad, Vizag, Coimbatore, Nasik and Goa

### Growth •

# Growth levers over the next 5 years



Same Store Assets

In-place inventory of ~4,100 operating rooms in core office markets under leading international brands and favorable demand scenarios



Execution Pipeline

Stabilization & redevelopment of ~790 operating rooms and opening of ~1,500 new rooms (refer slide 54)



External Growth (Acquisitions)

Acquire new assets utilizing free-cash and partnership (GIC) capital



### **Established capacity to fuel** growth

Portfolio	FY25 Actuals	FY25 Proforma
Same Store Assets <sup>1</sup>	10,175	10,175
Execution Pipeline	1,049	Assuming in place RevPAR & 5,125 earning profile
Consolidated Income	~11,500	~15,300
Consolidated EBITDA	~4,430 (39% margin)	~6,300 (41% margin)

Installed capacity to deliver a top line of

₹15,300mn with

margins of ~41%, entailing an EBITDA of

~₹6,300mn

on FY25 basis

#### FY30+

Westin + Fairfield<sup>1</sup> Navi Mumbai

#### **FY29**

Westin Bangalore Whitefield Mid-scale Financial District Hyderabad

#### **FY28**

**Tribute Bangalore Whitefield** (Rebrand from Trinity) **Tribute** Jaipur (Rebrand from Four Points) Fairfield Chennai Sriperumbudur

### Internal growth projects

Stabilization & redevelopment of ~790 operating rooms and opening of ~1,500 new rooms

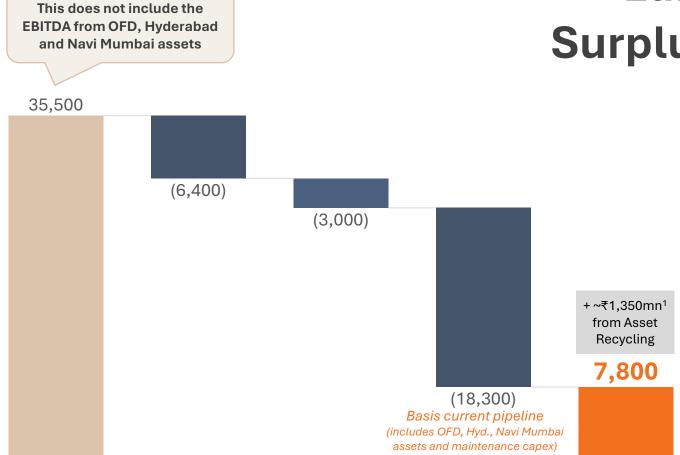
#### **FY27**

W Hyderabad **Courtyard Pune** (Rebrand from Four Points)

#### **FY26**

**HIEX** Greater Noida (Rebrand from Caspia Pro) **HIEX** Kolkata **HIEX** Blr. Whitefield **Sheraton** Hyderabad **Hyatt Regency Pune** 

1. Subject to the execution of definitive agreements



# Large Corpus of Investible Surplus to Accelerate Growth

₹7,800mn+

Investible Surplus over the next 5 years

Growth through tactical M&A and long-term leases

FY2026 – FY2030

Debt

Repayments

Interest

Assumes 13-15% p.a. Revenue Growth CAGR

**EBITDA** 

Investible

Surplus

Committed

Capex

## **External Growth**Upscale Assets

# Partnership with GIC for Upscale and higher hotel assets

Commitment to invest ~₹7,500mn

(~₹5,800 received) and acquire 35% in three of SAMHI's subsidiaries (comprising the seed assets which include 4 operating hotels and 1 under-development)

Marquee Capital Partner

Upscale assets are capital intensive and with a strong partner in GIC, we have ability to grow this platform beyond the seed assets and accelerate our growth path beyond the current pipeline

Unlocks Free Cash Flow

Significant boost to future cashflows due to reduction in debt and part funding of Westin / Tribute Portfolio Bengaluru Whitefield capital expenditure by GIC

Network Effect & Governance

GIC brings unparalleled institutional capabilities and corporate governance standards for us to benefit from

## External Growth Mid-scale Assets

7

#### Continued focus on larger business districts

Target large scale assets with 200-400 room inventory to accelerate future revenue base and improve operating margins

 A

#### Expansion through capital efficient lease model

Secure long-term leases with built-to-suit projects, modular large-scale hotels

 a

#### Enhanced operating leverage through scale

Growth of the Fairfield by Marriott and Holiday Inn portfolios to allow for increased economies of scale through their respective cluster management leading to margin expansion

# Execution of our committed pipeline will

transform both scale and intrinsic value

**~4,850** Rooms

₹19,000mn – 21,000mn

Secured Growth (Sep '25 basis)

Incremental ~₹8,000mn

revenue potential from committed projects at current pricing +804 Upscale (+473 conversion from Upper Mid-scale)

+436 Upper Mid-scale

+260 Mid-scale

**6,300+** Rooms

₹29,000mn – 31,500mn

Market Growth (till FY30)

In line with our long-term forecast 9-11% CAGR Further expansion through acquisitions utilizing investible surplus



0.00

~₹12,000mn

**In-Place Revenue** 

(Sep '25)

# Growth Projects

# Stage set for SAMHI's largest hotel & entry into Mumbai

Landmark dual-branded hotel to be developed near the Navi Mumbai International Airport and DY Patil Stadium with ~400 rooms in Phase I, with the potential to expand to ~700 rooms upon full development

Proposed to be operated under **Westin** and **Fairfield by Marriott** brands<sup>1</sup>

Will be **SAMHI's largest hotel asset** by number of rooms and built-up area



# Proposed hotel benefits from shift of Mumbai's economic hub in line with other cities

Delhi City Center	$\rightarrow$	Gurugram	<b>~</b>
Bangalore City Center	<b>&gt;</b>	ORR, Whitefield	<b>~</b>
Hyderabad City Center	<b>&gt;</b>	HITEC City, Financial District	<b>~</b>
Mumbai City Center	<b>→</b>	Navi Mumbai	Est.

Convergence of infrastructure, connectivity, and commercial investments positions Navi Mumbai as the next growth engine for the Mumbai Metropolitan Region



### **Key Demand Drivers**

#### Easy access from all the surrounding key generators

**Site Location** 



Mindspace Juinagar, Everest Nivara Infotech Park, MAS Industries (India's Largest Elevator component manufacturer & exporter), Aksar Business Park, L&T Seawoods



**Data Center Developments**  Prestige Group, Reliance Data Center (Dhirubhai Ambani Knowledge City)

#### **Others**

IKEA, DY Patil Stadium, CIDCO

**Exhibition Centre** 

**Transport** Links

Atal Setu Trans Harbor Link - longest sea bridge of 21.8km six lanes (3+3) link that connects Mumbai to Navi Mumbai





# New lease for a hotel in Hyderabad to increase our market share in one of India's prominent office market

**Mid-scale hotel** within an under-development mixed-use building in the heart of **Financial District**, **Hyderabad** 

**SAMHI's third property in the precinct**, alongside the Sheraton with 326 rooms (Upscale+) and the Fairfield by Marriott with 232 rooms (Upper Mid-Scale)

~260 keys

17-18 sqm.

(avg. room size)

₹1,250 - 1,430mn

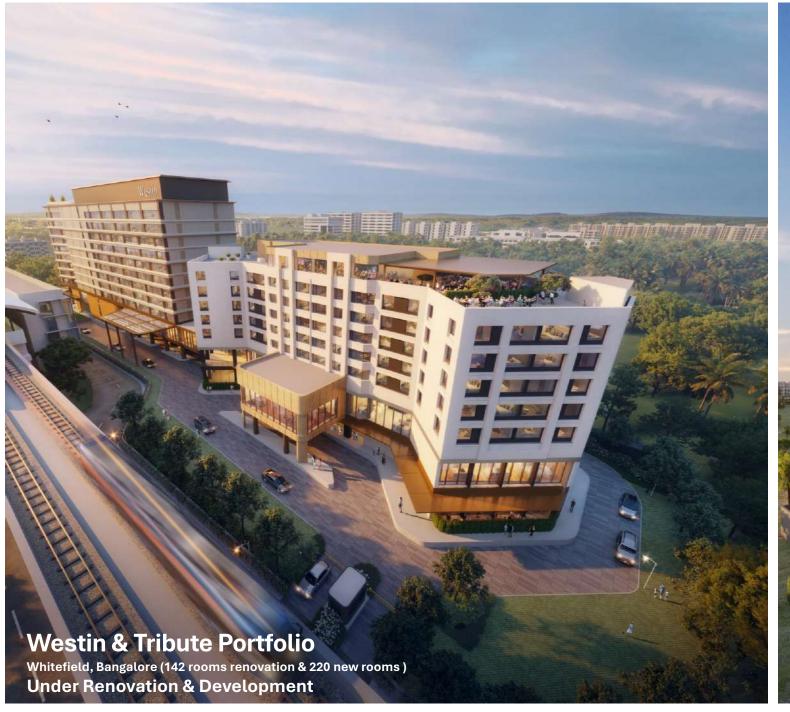
Estimated development cost

**Lessor** to obtain approvals, develop building shell, façade and high-side MEP

**SAMHI** to complete fit-outs and operationalize the hotel

Deferred capital investment to minimize capex-to-revenue cycle









### W

HITEC City, Hyderabad (170 rooms)

An iconic brand in one of India's largest commercial districts under development



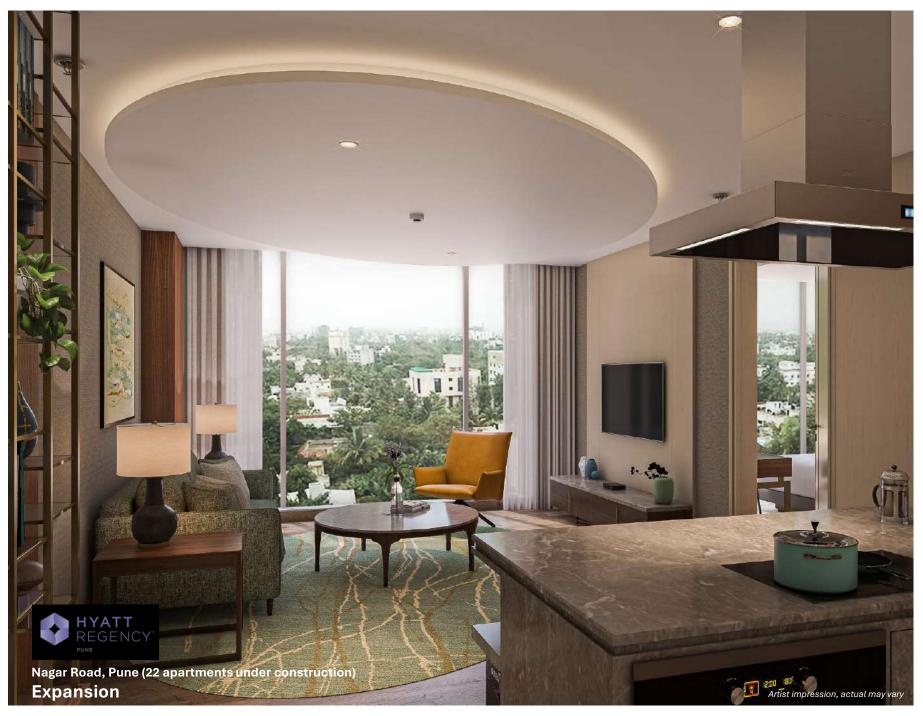






#### **Current Status:**

- Design development is at final stage
- Existing building modifications undergoing
- Mock-up rooms to commence in Q4FY26







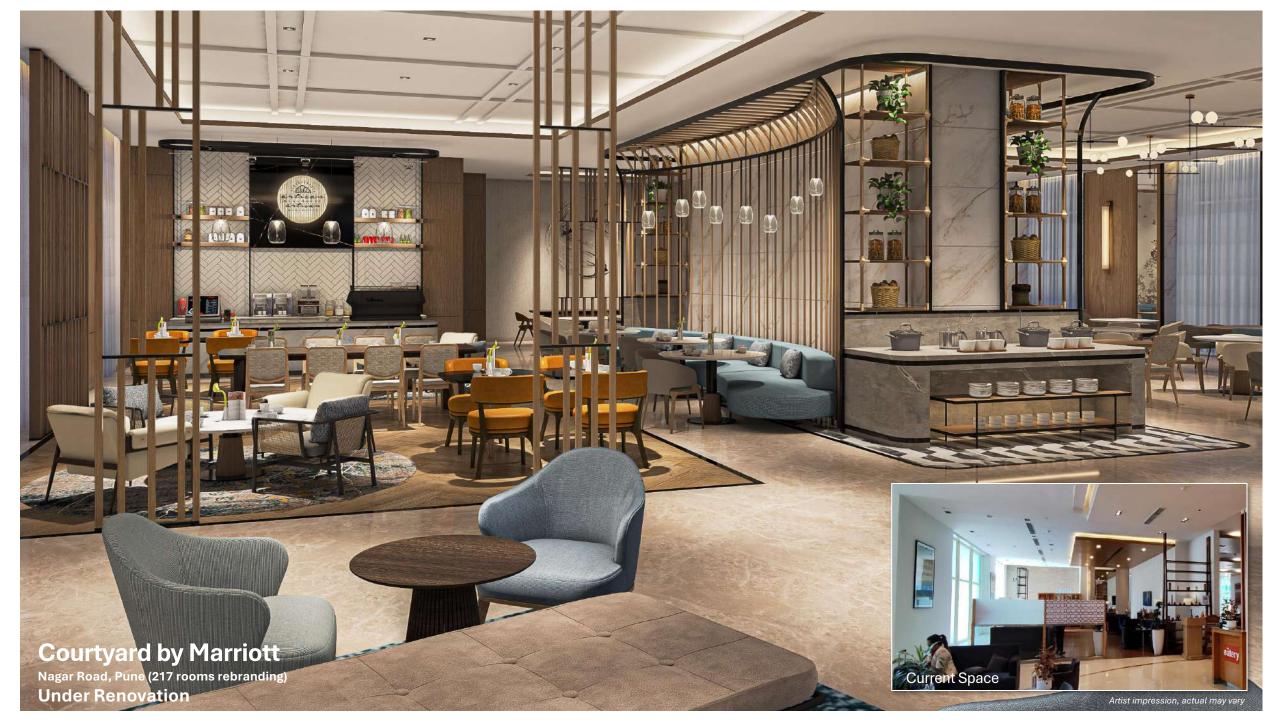












### **Tracking Trends for Adjacent Opportunities**



**Domestic travel spending** is expected to rise by **7.8% p.a.** to ₹33,945bn from 2024 to 2034¹. Indians are wanting to travel to **lesser-known and more boutique destinations**, along with exploratory and purposeful trips²





Improved road and air connectivity across India is making travel much easier. National Highway network has increased from ~91,000 km in 2014 to ~146,000 km in 2024, whereas number of airports has increased from 74 to 157 during the same period, with a target of 350 airports in 2047.



Luxury travel spending is on the rise with share of MakeMyTrip hotel bookings above ₹10,000 rising from 20% in 2023 to 23% in 2024. Indian travelers are increasingly prioritizing quality over quantity, seeking out luxury accommodations and culturally enriching destinations<sup>3</sup>.



Luxury lifestyle segment in India is expanding with increase in disposable income, growth in wealthy class and desire for upgraded experiences. Globally, branded residence market is growing at a CAGR of 12% and existing ~2,900 operational branded residence units in India captures only ~3% of the global market share.<sup>4</sup>

## Sustainability •

### 2030 ESG Target

### Building a Better Tomorrow Today



#### **Environmental**

- 100% transition to non-emission-based cars
- Single use plastic free operations
- 100% coverage for EV Charging stations at all feasible units



- Employees Health & Safety
- Invest in Talent Development and Equal Opportunity
- CSR Activities & Volunteering Contribution



#### Governance

- Corporate Governance
- Data Privacy & Cyber Security Governance
- Code of conduct and Ethics training
- Compliance Monitoring



### Measures taken to achieve 2030 targets

Environmental	Social	Governance
Installation of water bottling plants; setup completed in 6 out of 31 hotels and installed 15 organic waste convertors	■ 100% coverage on employees' health, term and parental insurance	More than 50% of the board of directors are independent directors
	<ul> <li>Created a Bespoke Management</li> </ul>	Adopting an internal audit system and
20 EV charging stations have been set up	<b>Development Program</b> in partnership with	software ("Legatrix") to monitor all
that provide 41 charging points	the Indian School of Hospitality (ISH)	compliances for the portfolio
34% of our assets have Solar water heating	Creating a gender–diverse workforce for	Providing regular training sessions for
to reduce the carbon footprint	fostering equality and inclusivity	Whistleblower Policy, Anti-Bribery and Anti- Corruption (ABAC) practices and policy
100% installation of LED lights toward	25% women in management positions and	
reducing energy consumption	~14% women on the board of directors	Our framework is <b>certified with</b> <pre>accreditation, for ISO:27701 privacy</pre>
<ul> <li>IoT-based energy monitoring (SAMConnect) in collaboration with Zenatrix by Schneider to add energy sensors,</li> </ul>	<ul> <li>To collaborate with ministry to maintain or enhance a trail/ park for community purposes</li> </ul>	information management standard
and to achieve cost & environmental savings		

### Strong governance with highly experienced board members





- Accor
- Interglobe Hotels
- Pvt. Ltd.
- Pannel Kerr
   Forster
   Consultants Pvt.
   Ltd.



Manav Thadani Non-Executive & Non-Independent Director

- Hotelivate Pvt.
   Ltd.
- HVS Licensing LLC



Ajish Abraham
Jacob
Non-Executive &
Non-Independent
Director

- Asiya Capital Investments Company K.S.C.P.
- Albazie & Co (RSM)
- Ernst & Young



Michael David Holland Independent Director

- Nexus Select Mall Management
- Embassy Office
   Parks Management
   Services Pvt. Ltd.
- Assetz Property Management Services Pvt. Ltd.
- JLL



Aditya Jain Independent Director

- International Market Assessment (India) Pvt. Ltd.
- PR Pandit Public Relations Pvt. Ltd.
- Chemplast Sanmar Ltd.



Archana Capoor Independent Director

- Tourism Finance
   Corporation of
   India
- Birla Cable Limited
- S Chand and Company Ltd.
- Sandhar Technologies Ltd.



Krishan Dhawan Independent Director

- Bank of America
- Oracle India

98% board participation rate in both FY24 and FY25 board meetings ensuring responsible governance and accountability



# Inank You