

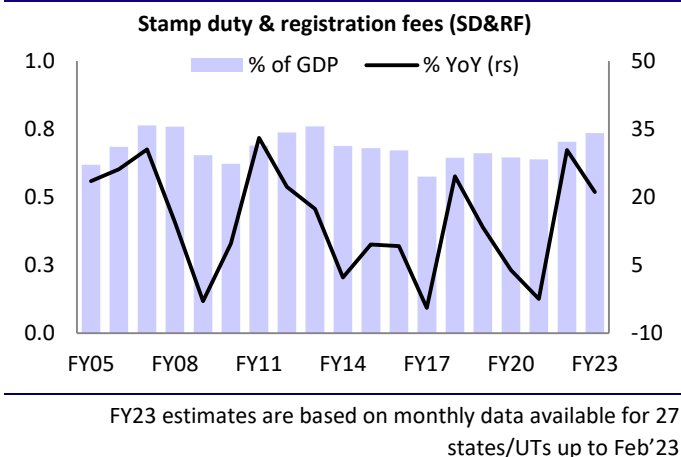
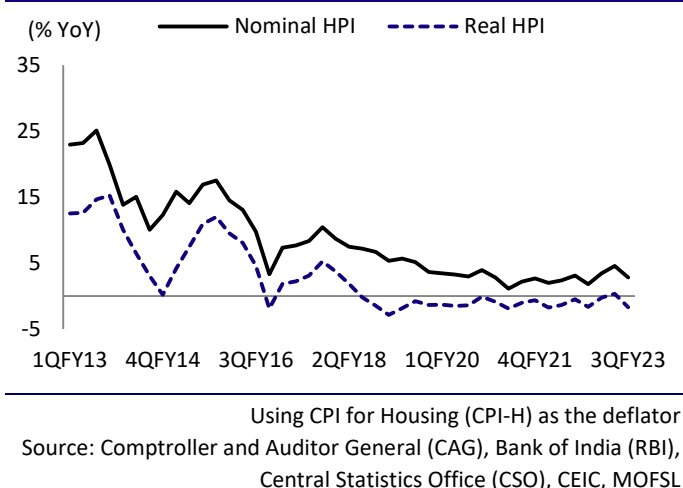
## Can India's residential property market continue its pace?

Difficult, without a sustained recovery in household income

- India's residential real estate (or property) market has witnessed tremendous growth in the past couple of years. In this note, we discuss whether these trends are supported by structural factors or are more likely to fade off in the near future. Our analysis suggests that continued weakness in income growth represents the biggest hurdle to the structural comeback story. At the same time, subdued house price growth and the peaking of interest rates provide some support.
- After remaining range-bound for more than six years, the realty equity index doubled in CY21, after which, it came off its highs and has been range-bound in the past 15 months (before showing some recovery in the past month). We contend that this sector can witness another bout of rebound only if the current strong momentum in house sales continues. However, we believe that sustaining this momentum would be challenging without a sustained growth in income levels.
- It is also ironic to note that while the share of property sector in the economy is one of the highest and households are major investors also in India, housing debt is among the lowest at just about 10% of GDP. Such low housing debt in India suggests weak impact of interest rate on the property market. At the same time, it presents an opportunity as there is enough scope to push it forward.
- Overall, we believe that the rate hiking cycle has concluded now, and the next likely rate action will be a cut. However, sustaining the momentum in housing sales and household investments may prove challenging, unless there is significant improvement in household income growth.

SD&RFs were 0.74% of GDP last year, the highest in a decade and only marginally lower than its peak of 0.76% of GDP in FY07-FY08 (and FY13).

**India's real estate market has grown tremendously...:** India's residential real estate market has witnessed tremendous growth in the past couple of years. After growing 30.4% YoY in FY22, stamp duties & registration fees (SD&RF) collected by states is estimated to have increased by another 21% YoY in FY23 (*Exhibit 1*). If so, it shows that SD&RFs were 0.74% of GDP last year, the highest in a decade and only marginally lower than its peak of 0.76% of GDP in FY07-FY08 (and FY13). Similarly, cement production – more than half of which is used for housing in the country – increased 9% YoY in FY23, following a 20.2% growth in FY22. Further, real house prices have declined continuously over the past five years, which must have also supported housing demand in the post-COVID period (*Exhibit 2*). In real terms (after adjusting nominal house price index (HPI) with CPI for housing), real HPI in the quarter ending Dec'22 was the same as in the quarter ending Mar'16.

**Exhibit 1: States' collection of SD&RF has grown sharply...****Exhibit 2: ...and real HPI has declined constantly since FY19**

**...but is it sustainable?:** In this note, we discuss whether these trends are supported by structural factors or are more likely to fade off in the near future. While subdued house prices and peaking of interest rates are likely to provide some support, our analysis suggests that continued weakness in income growth represents the biggest hurdle to the structural comeback story of the residential property market. Further, since housing debt is very low in India, the impact of interest rates is limited.

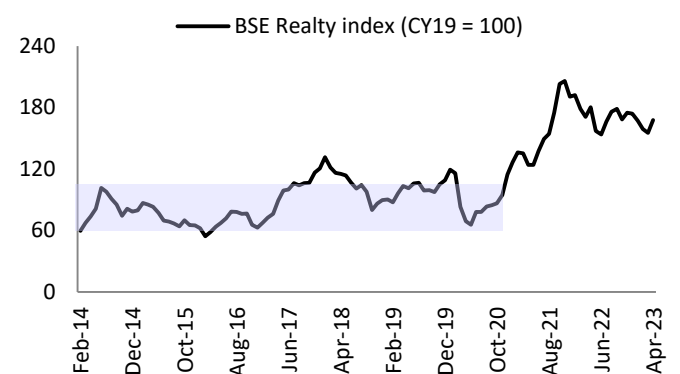
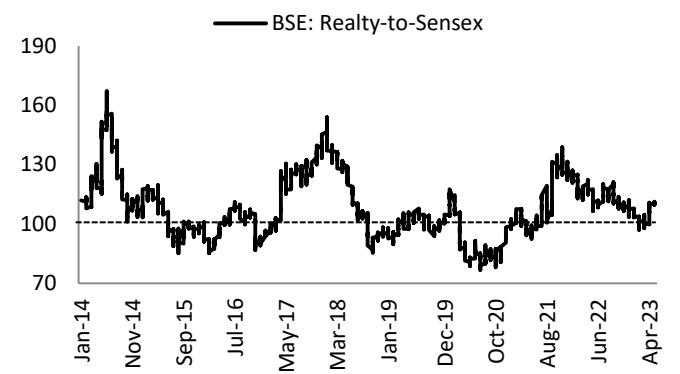
### **Realty equity index almost doubled in CY21, but has been range-bound since then:**

As the residential property market was weak for many years prior to the pandemic, so was the realty equity index. For more than six years, BSE realty equity index remained range-bound (*Exhibit 3*). From its peak of 2,200 in early 2013, the realty index fell by almost two-fifths over the next 12 months and stayed in the range of 1,600 and 2,400 between CY17 and CY19, prior to the pandemic.

The post-pandemic period brought new life to the residential property sector, which led to almost doubling of the index in CY21.

The post-pandemic period brought a new life to the residential property sector, which led to almost doubling of the index in CY21. Relative to the benchmark Sensex index also, the realty index delivered great returns in CY21 (*Exhibit 4*). In CY22 and 1QCY23, the realty index experienced a loss compared to the Sensex, resulting in a loss of gains. The realty index has remained within a narrow range during the period, before witnessing some recovery in the past month.

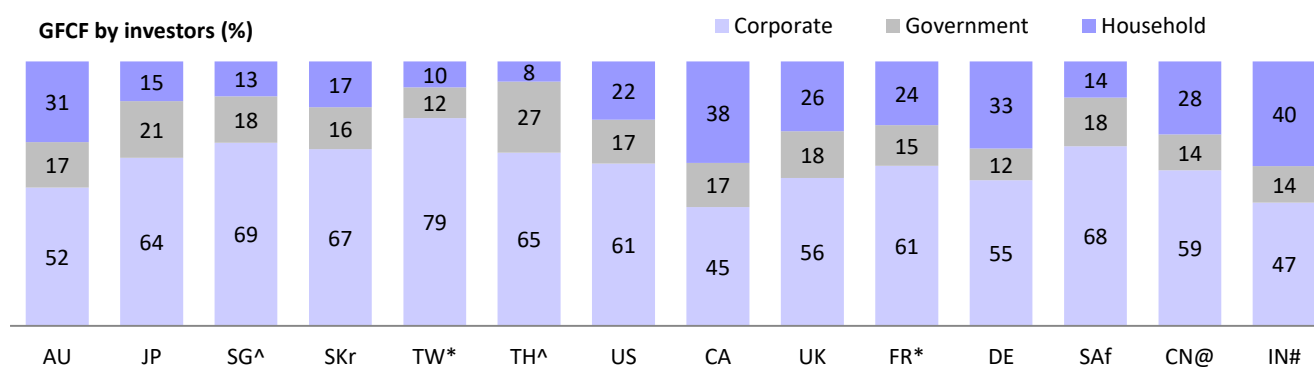
These stocks can witness another bout of rebound only if the current strong momentum in house sales continue, which, we believe, is difficult without a sustained income growth.

**Exhibit 3: Realty equity index surged in CY21, after six years of stagnation...****Exhibit 4: ...only to lose all of its gains v/s Sensex in CY22/1QCY23**

Source: CEIC, MOFSL

As much as 40% of total investments in India are undertaken by the household sector during the past three years.

**Households account for two-fifths of total investments in India:** When we talk about investments in an economy, it is implicitly assumed that it's the corporate sector, which is the major investor. A look at the break-up of investments into the three major sectors – Corporate, government, and Households – confirms that this is not the case. As much as 40% of total investments in India (IN) are undertaken by the household sector (primarily residential real estate) in the past three years (*Exhibit 5*). This is the highest share of household in total investments in any nation covered in our sample. Among the developed nations, Canada (CA) has the highest share of households, followed by Germany (DE) and Australia (AU).

**Exhibit 5: India has the highest share of household sector in total investments (%)**

Based on the average of last three years (CY20-CY22)

Source: Various national sources, CEIC, MOFSL

^ Data for public sector, not government

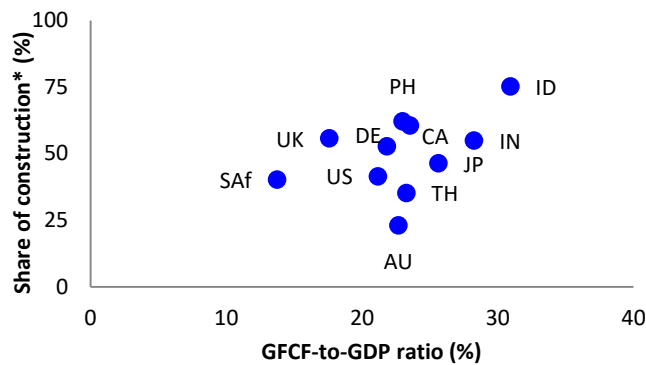
\* CY19-CY21, @ CY18-CY20, # FY20-FY22

On an average, the construction sector accounts for almost half of total investments in our sample of 11 nations.

### More than half of total investments are in the construction sector...

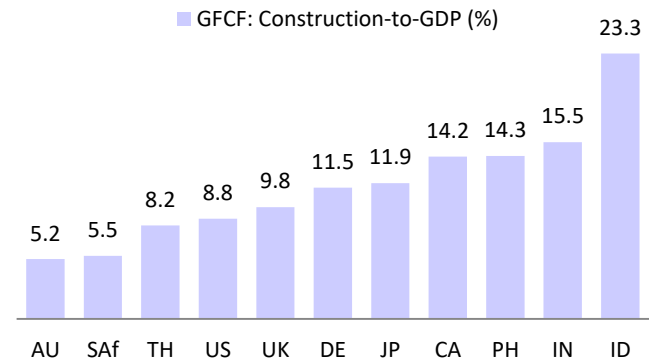
Majority of household investments are in the residential property sector. However, apart from the residential real estate, there are investments in the commercial property market as well. Therefore, while households are the primary investor in the construction sector (including dwellings and other structures/buildings), other economic agents also invest in this sector. The construction sector, thus, is usually much larger than household investments. It is interesting to note that, on an average, the construction sector accounts for almost half of the total investments in our sample of 11 nations (*Exhibit 6*).

**Exhibit 6: Almost half of total investments are in construction sector in most nations...**



\* Construction includes dwelling and other buildings (structures)

**Exhibit 7: ...which means that India has one of the highest ratio of structures-to-GDP among major nations**



Based on the average of last three years (CY20-CY22)

Source: Various national sources, CEIC, MOFSL

**...leading to one of the highest ratio of construction investment-to-GDP in India:**

Thus, with the exceptions of AU and Indonesia (ID), which have extremely low (at 23%) and high (at 75%) share of construction in total investments respectively, the construction sector accounts for half of total investments in most nations in our sample. In other words, it means that the construction investment-to-GDP ratio ranges between 8 and 15 percent in most of these economies (*Exhibit 7*).

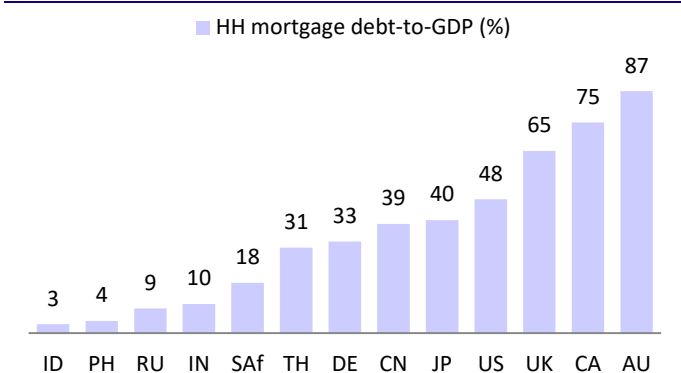
After ID, which has exceptionally high investments in the construction sector, India (IN) has the second highest ratio of 15.5% of GDP. CA has the highest construction investment-to-GDP ratio at 14.2%, among the developed nations, similar to that of Philippines (PH).

**At the same time, India has one of the lowest housing debt-to-GDP ratios...:**

Notwithstanding the highest share of households in total investments and one of the highest construction investment-to-GDP ratio in India, it is ironic to note that housing debt is among the lowest at just about 10% of GDP in CY22. While mortgage debt was the highest at 87% of GDP in AU, it was the lowest at just 3% of GDP in ID (*Exhibit 8*).

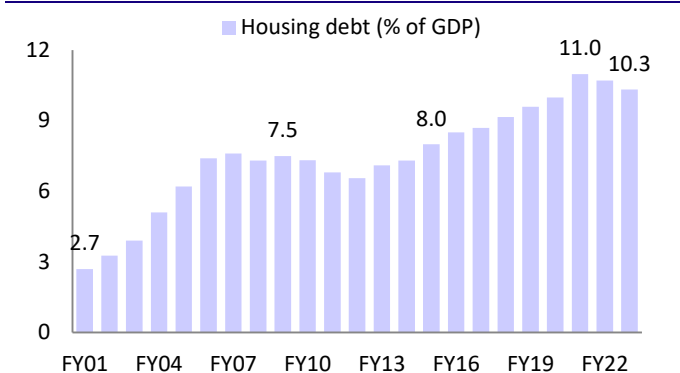
A look at the historical trend in India's outstanding individual housing loans of banks and housing finance companies (HFCs) confirms that the ratio was ~7% of GDP a decade ago and was at 9.5% of GDP in FY20 (*Exhibit 9*). Housing debt-to-GDP ratio peaked at 11% of GDP in FY21, due to the collapse in the denominator (nominal GDP), on account of COVID-19. It has come down since then to 10.6% of GDP in FY22 and 10.3% of GDP as of Dec-22.

Housing debt is among the lowest at just about 10% of GDP in CY22.

**Exhibit 8: India has one of the lowest housing debt-to-GDP ratios among major nations...**

Data at end-CY22 for all economies

IN's Dec-22 is our estimate (Official data was 10.1% as of Sep-22)

**Exhibit 9: ...which has risen gradually in the past decade, but is down from its peak of 11% in FY21**

Source: Various national sources, National Housing Bank (NHB), CEIC, MOFSL

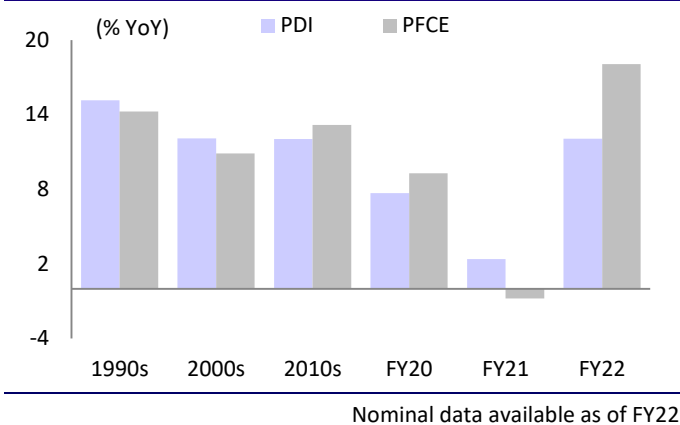
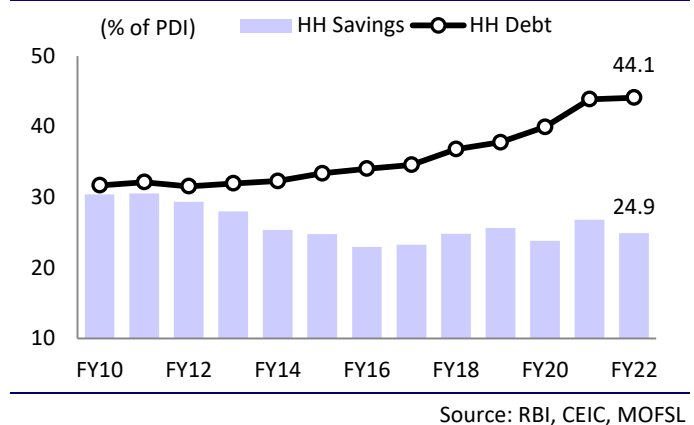
One of the direct implications of such low outstanding housing debt in a country is the weak impact of interest rates on the residential property market.

**...which means that the impact of interest rates is limited:** One of the direct implications of such low outstanding housing debt in a country is the weak impact of interest rates on the residential property market. Since India is largely a rural economy, and housing debt is more an urban phenomenon, a large section of the population (which resides in rural areas) is either unwilling or unfit for housing loans. At the same time, however, it presents an opportunity as there is enough scope to push it forward.

**Conclusion – Weak income growth remains a key hurdle in durable growth in the property market:** Overall, we believe that the rate hiking cycle has concluded now, and the next likely rate action will be a cut. However, sustaining the momentum in housing sales and household investments may prove challenging, unless there is significant improvement in household income growth.

Household income growth has outpaced private consumption growth continuously in the past decade, right up to FY22.

There are two key reasons for this: a) with low housing debt-to-GDP ratio, interest rates do not play a very important role, and b) income growth has lagged considerably in the past few years. A comparison of household income (also called personal disposable income, PDI) growth to private final consumption expenditure (PFCE) growth reveals that the latter has outpaced the former continuously in the past decade, right up to FY22 (*Exhibit 10*). The only exception in the past decade was FY21 on account of COVID-19, when consumption declined while income increased slightly.

**Exhibit 10: Household income continues to grow slowly than its consumption spending...****Exhibit 11: ...implying further drawdown in savings and more leverage**

Not only has household savings collapsed but its leverage has also increased almost continuously.

Because of this combination of weak income and higher consumption growth, not only has household savings collapsed, but its leverage has also increased almost continuously (*Exhibit 11*). At the beginning of the last decade (in FY10 and FY11), household debt was only slightly higher than household savings. It means that one year worth of HH savings were enough to repay the entire debt stock. In FY22, as much as 1.8x year worth of savings are required to do the same job, implying a deterioration of three-fourths in just about a decade.

Therefore, unless there is significant improvement in household income growth, we find it difficult to believe that the momentum in the realty sector could be maintained in India.

Explanation of Investment Rating	
Investment Rating	Expected return (over 12-month)
BUY	>=15%
SELL	< - 10%
NEUTRAL	> - 10 % to 15%
UNDER REVIEW	Rating may undergo a change
NOT RATED	We have forward looking estimates for the stock but we refrain from assigning recommendation

\*In case the recommendation given by the Research Analyst is inconsistent with the investment rating legend for a continuous period of 30 days, the Research Analyst shall within following 30 days take appropriate measures to make the recommendation consistent with the investment rating legend.

#### Disclosures:

The following Disclosures are being made in compliance with the SEBI Research Analyst Regulations 2014 (herein after referred to as the Regulations).

Motilal Oswal Financial Services Ltd. (MOFSL) is a SEBI Registered Research Analyst having registration no. INH000000412. MOFSL, the Research Entity (RE) as defined in the Regulations, is engaged in the business of providing Stock broking services, Depository participant services & distribution of various financial products. MOFSL is a listed public company, the details in respect of which are available on [www.motilaloswal.com](http://www.motilaloswal.com). MOFSL (erstwhile Motilal Oswal Securities Limited - MOSL) is registered with the Securities & Exchange Board of India (SEBI) and is a registered Trading Member with National Stock Exchange of India Ltd. (NSE) and Bombay Stock Exchange Limited (BSE), Multi Commodity Exchange of India Limited (MCX) and National Commodity & Derivatives Exchange Limited (NCDEX) for its stock broking activities & is Depository participant with Central Depository Services Limited (CDSL) National Securities Depository Limited (NSDL), NERL, COMRIS and CCRL and is member of Association of Mutual Funds of India (AMFI) for distribution of financial products and Insurance Regulatory & Development Authority of India (IRDA) as Corporate Agent for insurance products. Details of associate entities of Motilal Oswal Financial Services Ltd. are available on the website at <http://online.reports.motilaloswal.com/Dormant/documents/Associate%20Details.pdf>

Details of pending Enquiry Proceedings of Motilal Oswal Financial Services Limited are available on the website at <https://galaxy.motilaloswal.com/ResearchAnalyst/PublishViewLitigation.aspx>

MOFSL, its associates, Research Analyst or their relatives may have any financial interest in the subject company. MOFSL and/or its associates and/or Research Analyst or their relatives may have actual beneficial ownership of 1% or more securities in the subject company at the end of the month immediately preceding the date of publication of the Research Report or date of the public appearance. MOFSL and its associate company(ies), their directors and Research Analyst and their relatives may have any other potential conflict of interests at the time of publication of the research report or at the time of public appearance, however the same shall have no bearing whatsoever on the specific recommendations made by the analyst(s), as the recommendations made by the analyst(s) are completely independent of the views of the associates of MOFSL even though there might exist an inherent conflict of interest in some of the stocks mentioned in the research report.

In the past 12 months, MOFSL or any of its associates may have:

- received any compensation/other benefits from the subject company of this report
- managed or co-managed public offering of securities from subject company of this research report,
- received compensation for investment banking or merchant banking or brokerage services from subject company of this research report,
- received compensation for products or services other than investment banking or merchant banking or brokerage services from the subject company of this research report.

- MOFSL and its associates have not received any compensation or other benefits from the subject company or third party in connection with the research report.
- Subject Company may have been a client of MOFSL or its associates during twelve months preceding the date of distribution of the research report.
- Research Analyst may have served as director/officer/employee in the subject company.
- MOFSL and research analyst may engage in market making activity for the subject company.

MOFSL and its associate company(ies), and Research Analyst and their relatives from time to time may have:

- a long or short position in, act as principal in, and buy or sell the securities or derivatives thereof of companies mentioned herein.
- be engaged in any other transaction involving such securities and earn brokerage or other compensation or act as a market maker in the financial instruments of the company(ies) discussed herein or act as an advisor or lender/borrower to such company(ies) or may have any other potential conflict of interests with respect to any recommendation and other related information and opinions.; however the same shall have no bearing whatsoever on the specific recommendations made by the analyst(s), as the recommendations made by the analyst(s) are completely independent of the views of the associates of MOFSL even though there might exist an inherent conflict of interest in some of the stocks mentioned in the research report.

Above disclosures include beneficial holdings lying in demat account of MOFSL which are opened for proprietary investments only. While calculating beneficial holdings, It does not consider demat accounts which are opened in name of MOFSL for other purposes (i.e holding client securities, collaterals, error trades etc.). MOFSL also earns DP income from clients which are not considered in above disclosures. To enhance transparency, MOFSL has incorporated a Disclosure of Interest Statement in this document. This should, however, not be treated as endorsement of the views expressed in the report. MOFSL and / or its affiliates do and seek to do business including investment banking with companies covered in its research reports. As a result, the recipients of this report should be aware that MOFSL may have a potential conflict of interest that may affect the objectivity of this report.

#### Terms & Conditions:

This report has been prepared by MOFSL and is meant for sole use by the recipient and not for circulation. The report and information contained herein is strictly confidential and may not be altered in any way, transmitted to, copied or distributed, in part or in whole, to any other person or to the media or reproduced in any form, without prior written consent of MOFSL. The report is based on the facts, figures and information that are considered true, correct, reliable and accurate. The intent of this report is not recommendatory in nature. The information is obtained from publicly available media or other sources believed to be reliable. Such information has not been independently verified and no guaranty, representation of warranty, express or implied, is made as to its accuracy, completeness or correctness. All such information and opinions are subject to change without notice. The report is prepared solely for informational purpose and does not constitute an offer document or solicitation of offer to buy or sell or subscribe for securities or other financial instruments for the clients. Though disseminated to all the customers simultaneously, not all customers may receive this report at the same time. MOFSL will not treat recipients as customers by virtue of their receiving this report.

#### Analyst Certification

The views expressed in this research report accurately reflect the personal views of the analyst(s) about the subject securities or issues, and no part of the compensation of the research analyst(s) was, is, or will be directly or indirectly related to the specific recommendations and views expressed by research analyst(s) in this report.

#### Disclosure of Interest Statement

Analyst ownership of the stock No

A graph of daily closing prices of securities is available at [www.nseindia.com](http://www.nseindia.com), [www.bseindia.com](http://www.bseindia.com). Research Analyst views on Subject Company may vary based on Fundamental research and Technical Research. Proprietary trading desk of MOFSL or its associates maintains arm's length distance with Research Team as all the activities are segregated from MOFSL research activity and therefore it can have an independent view with regards to subject company for which Research Team have expressed their views.

#### Regional Disclosures (outside India)

This report is not directed or intended for distribution to or use by any person or entity resident in a state, country or any jurisdiction, where such distribution, publication, availability or use would be contrary to law, regulation or which would subject MOFSL & its group companies to registration or licensing requirements within such jurisdictions.

#### For Hong Kong:

This report is distributed in Hong Kong by Motilal Oswal capital Markets (Hong Kong) Private Limited, a licensed corporation (CE AYY-301) licensed and regulated by the Hong Kong Securities and Futures Commission (SFC) pursuant to the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) "SFO". As per SEBI (Research Analyst Regulations) 2014 Motilal Oswal Financial Services Limited (SEBI Reg No. INH000000412) has an agreement with Motilal Oswal capital Markets (Hong Kong) Private Limited for distribution of research report in Hong Kong. This report is intended for distribution only to "Professional Investors" as defined in Part I of Schedule 1 to SFO. Any investment or investment activity to which this document relates is only available to professional investor and will be engaged only with professional investors." Nothing here is an offer or solicitation of these securities, products and services in any jurisdiction where their offer or sale is not qualified or exempt from registration. The Indian Analyst(s) who compile this report is/are not located in Hong Kong & are not conducting Research Analysis in Hong Kong.

#### For U.S.

MOTILAL Oswal Financial Services Limited (MOFSL) is not a registered broker - dealer under the U.S. Securities Exchange Act of 1934, as amended (the "1934 act") and under applicable state laws in the United States. In addition MOFSL is not a registered investment adviser under the U.S. Investment Advisers Act of 1940, as amended (the "Advisers Act" and together with the 1934 Act, the "Acts"), and under applicable state laws in the United States. Accordingly, in the absence of specific exemption under the Acts, any brokerage and investment services provided by MOFSL, including the products and services described herein are not available to or intended for U.S. persons. This report is intended for distribution only to "Major Institutional Investors" as defined by Rule 15a-6(b)(4) of the Exchange Act



and interpretations thereof by SEC (henceforth referred to as "major institutional investors"). This document must not be acted on or relied on by persons who are not major institutional investors. Any investment or investment activity to which this document relates is only available to major institutional investors and will be engaged in only with major institutional investors. In reliance on the exemption from registration provided by Rule 15a-6 of the U.S. Securities Exchange Act of 1934, as amended (the "Exchange Act") and interpretations thereof by the U.S. Securities and Exchange Commission ("SEC") in order to conduct business with Institutional Investors based in the U.S., MOFSL has entered into a chaperoning agreement with a U.S. registered broker-dealer, Motilal Oswal Securities International Private Limited. ("MOSIPL"). Any business interaction pursuant to this report will have to be executed within the provisions of this chaperoning agreement.

The Research Analysts contributing to the report may not be registered /qualified as research analyst with FINRA. Such research analyst may not be associated persons of the U.S. registered broker-dealer, MOSIPL, and therefore, may not be subject to NASD rule 2711 and NYSE Rule 472 restrictions on communication with a subject company, public appearances and trading securities held by a research analyst account.

#### For Singapore

In Singapore, this report is being distributed by Motilal Oswal Capital Markets Singapore Pte Ltd ("MOCMSPL") (Co.Reg. NO. 201129401Z) which is a holder of a capital markets services license and an exempt financial adviser in Singapore, as per the approved agreement under Paragraph 9 of Third Schedule of Securities and Futures Act (CAP 289) and Paragraph 11 of First Schedule of Financial Advisors Act (CAP 110) provided to MOCMSPL by Monetary Authority of Singapore. Persons in Singapore should contact MOCMSPL in respect of any matter arising from, or in connection with this report/publication/communication. This report is distributed solely to persons who qualify as "Institutional Investors", of which some of whom may consist of "accredited" institutional investors as defined in section 4A(1) of the Securities and Futures Act, Chapter 289 of Singapore ("the SFA"). Accordingly, if a Singapore person is not or ceases to be such an institutional investor, such Singapore Person must immediately discontinue any use of this Report and inform MOCMSPL.

#### Disclaimer:

The report and information contained herein is strictly confidential and meant solely for the selected recipient and may not be altered in any way, transmitted to, copied or distributed, in part or in whole, to any other person or to the media or reproduced in any form, without prior written consent. This report and information herein is solely for informational purpose and may not be used or considered as an offer document or solicitation of offer to buy or sell or subscribe for securities or other financial instruments. Nothing in this report constitutes investment, legal, accounting and tax advice or a representation that any investment or strategy is suitable or appropriate to your specific circumstances. The securities discussed and opinions expressed in this report may not be suitable for all investors, who must make their own investment decisions, based on their own investment objectives, financial positions and needs of specific recipient. This may not be taken in substitution for the exercise of independent judgment by any recipient. Each recipient of this document should make such investigations as it deems necessary to arrive at an independent evaluation of an investment in the securities of companies referred to in this document (including the merits and risks involved), and should consult its own advisors to determine the merits and risks of such an investment. The investment discussed or views expressed may not be suitable for all investors. Certain transactions -including those involving futures, options, another derivative products as well as non-investment grade securities - involve substantial risk and are not suitable for all investors. No representation or warranty, express or implied, is made as to the accuracy, completeness or fairness of the information and opinions contained in this document. The Disclosures of Interest Statement incorporated in this document is provided solely to enhance the transparency and should not be treated as endorsement of the views expressed in the report. This information is subject to change without any prior notice. The Company reserves the right to make modifications and alternations to this statement as may be required from time to time without any prior approval. MOFSL, its associates, their directors and the employees may from time to time, effect or have effected an own account transaction in, or deal as principal or agent in or for the securities mentioned in this document. They may perform or seek to perform investment banking or other services for, or solicit investment banking or other business from, any company referred to in this report. Each of these entities functions as a separate, distinct and independent of each other. The recipient should take this into account before interpreting the document. This report has been prepared on the basis of information that is already available in publicly accessible media or developed through analysis of MOFSL. The views expressed are those of the analyst, and the Company may or may not subscribe to all the views expressed therein. This document is being supplied to you solely for your information and may not be reproduced, redistributed or passed on, directly or indirectly, to any other person or published, copied, in whole or in part, for any purpose. This report is not directed or intended for distribution to, or use by, any person or entity who is a citizen or resident of or located in any locality, state, country or other jurisdiction, where such distribution, publication, availability or use would be contrary to law, regulation or which would subject MOFSL to any registration or licensing requirement within such jurisdiction. The securities described herein may or may not be eligible for sale in all jurisdictions or to certain category of investors. Persons in whose possession this document may come are required to inform themselves of and to observe such restriction. Neither the Firm, not its directors, employees, agents or representatives shall be liable for any damages whether direct or indirect, incidental, special or consequential including lost revenue or lost profits that may arise from or in connection with the use of the information. The person accessing this information specifically agrees to exempt MOFSL or any of its affiliates or employees from, any and all responsibility/liability arising from such misuse and agrees not to hold MOFSL or any of its affiliates or employees responsible for any such misuse and further agrees to hold MOFSL or any of its affiliates or employees free and harmless from all losses, costs, damages, expenses that may be suffered by the person accessing this information due to any errors and delays. Investment in securities market are subject to market risks. Read all the related documents carefully before investing.

Registration granted by SEBI and certification from NISM in no way guarantee performance of the intermediary or provide any assurance of returns to investors.

Registered Office Address: Motilal Oswal Tower, Rahimtullah Sayani Road, Opposite Parel ST Depot, Prabhadevi, Mumbai-400025; Tel No.: 022 - 71934200 / 71934263; www.motilaloswal.com.

Correspondence Address: Palm Spring Centre, 2nd Floor, Palm Court Complex, New Link Road, Malad (West), Mumbai- 400 064. Tel No: 022 71881000. Details of Compliance Officer: Neeraj Agarwal, Email Id: na@motilaloswal.com, Contact No.:022-40548085.

#### Grievance Redressal Cell:

Contact Person	Contact No.	Email ID
Ms. Hemangi Date	022 40548000 / 022 67490600	query@motilaloswal.com
Ms. Kumud Upadhyay	022 40548082	servicehead@motilaloswal.com
Mr. Ajay Menon	022 40548083	am@motilaloswal.com

Registration details of group entities.: Motilal Oswal Financial Services Ltd. (MOFSL): INZ000158836 (BSE/NSE/MCX/NCDEX); CDSL and NSDL: IN-DP-16-2015; Research Analyst: INH000000412 . AMFI: ARN : 146822. IRDA Corporate Agent – CA0579. Motilal Oswal Financial Services Ltd. is a distributor of Mutual Funds, PMS, Fixed Deposit, Insurance, Bond, NCDs and IPO products.

Customer having any query/feedback/ clarification may write to query@motilaloswal.com. In case of grievances for any of the services rendered by Motilal Oswal Financial Services Limited (MOFSL) write to grievances@motilaloswal.com, for DP to dpgrievances@motilaloswal.com.