

Energizing India in a Smarter and Sustainable Way

Adani Transmission Limited
Growth with Goodness



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About the Report

(GRI 102-1, 46, 48, 49, 50, 51, 52, 54)



Adani Transmission Limited (ATL) has conducted a materiality assessment as per the Global Reporting Initiative (GRI) standards (GRI 102-47). To address these material issues, an ESG strategy has been formalised by the organisation. This report has been prepared as per that strategy to present the management approach to and performance of significant material issues.



Reporting Boundaries

This report presents the Environment, Social and Economic performance of ATL, including its subsidiaries and for all its operations as covered in the Director's Report of the Annual Integrated Report available in the public domain on the ATL website. It focuses on material issues in transmission and distribution, which is the main business of the company and covers the generation of electricity from a conventional power plant. Data in the report corresponds to the progress made during the period -- April 1, 2020, to March 31, 2021. Besides, the report covers material information and updates about ATL and its subsidiaries up to the end of the second quarter of FY 2021-22.

Reporting Guidelines and Standards

This report has been prepared in accordance with the GRI Standards: Comprehensive option. Additionally, the ESG disclosures are aligned with the following guidelines:

United Nations Global Compact (UNGC) principles, United Nations Sustainable Development Goals (SDGs) Task Force on Climate-related Financial Disclosures (TCFD), International Finance Corporation (IFC) performance standards, FTSE

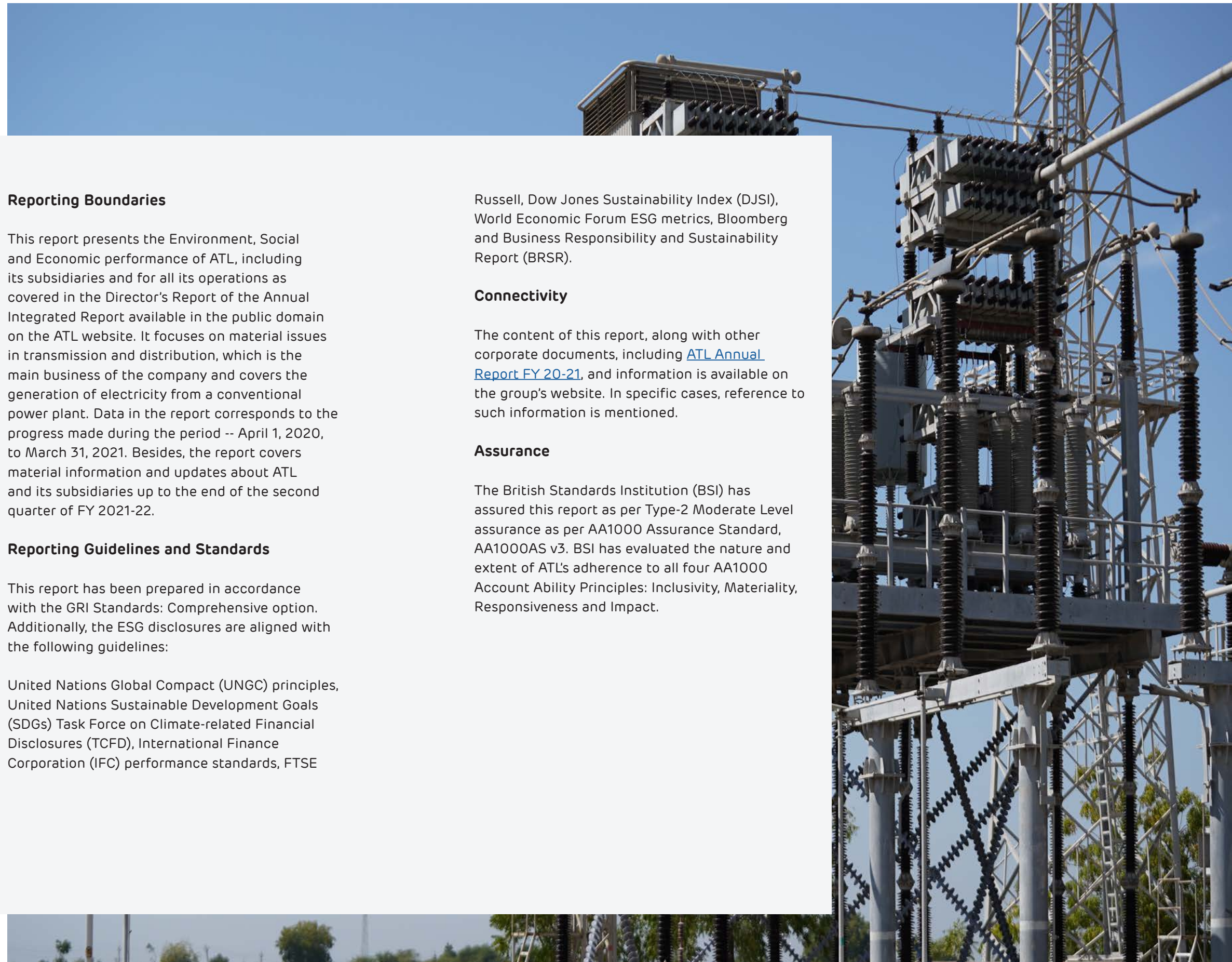
Russell, Dow Jones Sustainability Index (DJSI), World Economic Forum ESG metrics, Bloomberg and Business Responsibility and Sustainability Report (BRSR).

Connectivity

The content of this report, along with other corporate documents, including [ATL Annual Report FY 20-21](#), and information is available on the group's website. In specific cases, reference to such information is mentioned.

Assurance

The British Standards Institution (BSI) has assured this report as per Type-2 Moderate Level assurance as per AA1000 Assurance Standard, AA1000AS v3. BSI has evaluated the nature and extent of ATL's adherence to all four AA1000 Account Ability Principles: Inclusivity, Materiality, Responsiveness and Impact.



About Us

The Adani Group

(GRI 102-16)

Vision

To be a world-class leader in businesses that enrich lives, create sustainable value and contribute to nation-building.

Values



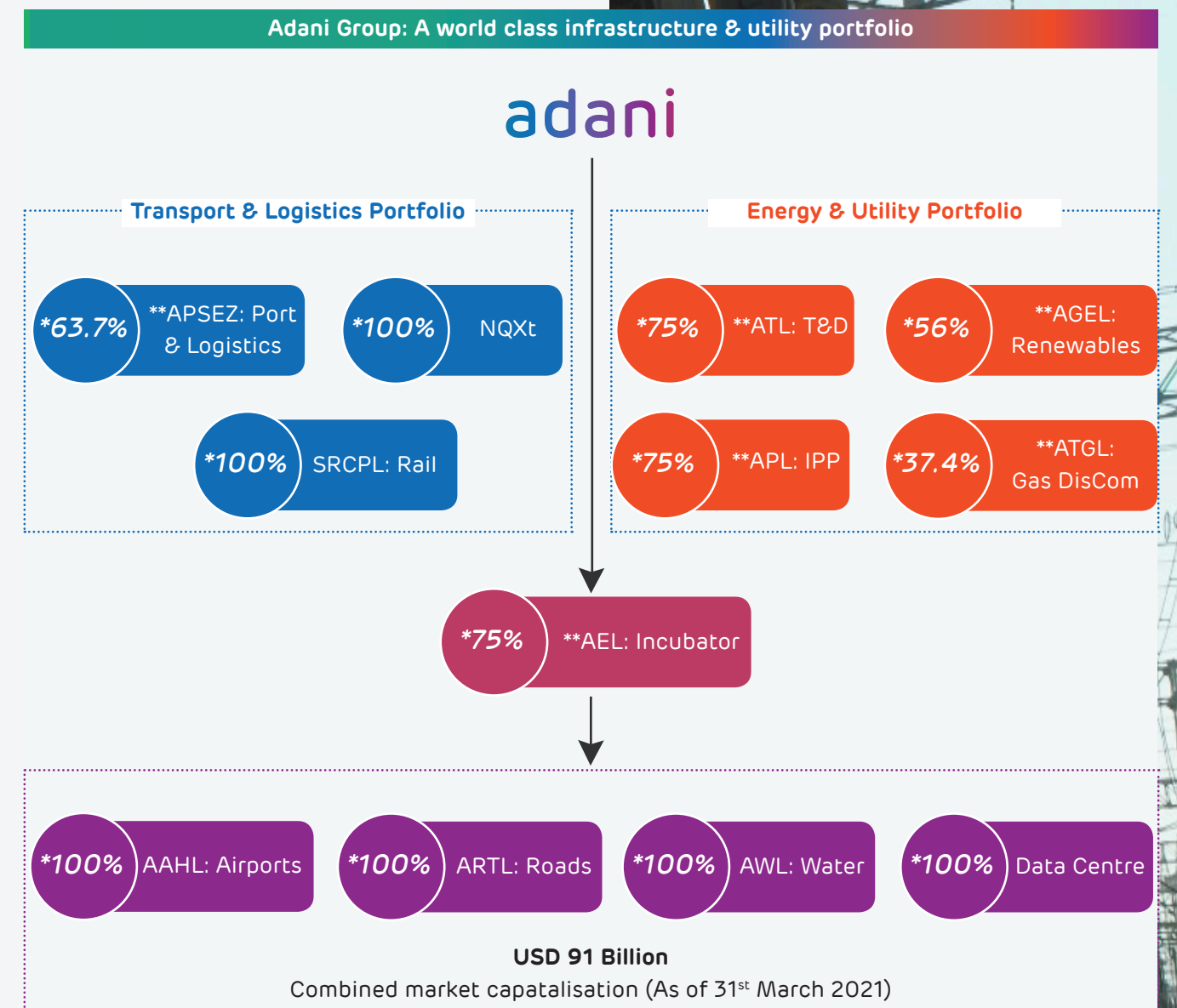
Culture

PRIDE (Passion, Results, Integration, Dedication, and Entrepreneurship) defines the company's culture. Courage, Trust and Commitment are the foundation of ATL and are at the centre of processes, employee performance, and governance. These are demonstrated through extensive communication using various modes and innovative messaging, and demonstration of its manifestation in day-to-day work has helped in embedding the same in the organization. All actions are aligned with culture and values. There is no tolerance for any deviation.

The Adani Group is a diversified organization in India with a combined market cap of over \$100 Bn comprising six publicly traded companies. It has created world-class transport and utility infrastructure portfolios with a pan-India presence. Over the years, the Adani Group has positioned itself to be the market leader in its transport logistics and energy utility portfolio businesses focusing on large-scale infrastructure development in India with O&M practices benchmarked to global standards.

Adani owes its success and leadership position to its core philosophy of 'Nation Building' driven by 'Growth with Goodness' - a guiding principle for sustainable growth. .

Adani Group's Structure



* Promoter holdings
** Listed entities

Adani Transmission Limited (ATL)

(GRI 102-2, 3)

Adani Transmission Limited is predominantly a transmission and distribution (T&D) company having the largest network of T&D lines with over three million customers in the private sector in India.

ATL was formally established in FY 2013 and headquartered at Ahmedabad in Gujarat. The company builds, commissions, operates and maintains electric power transmission systems, and distributes electricity with operational assets spread across India.



ATL's Vision

To be the largest private T&D company based out of India, contributing to nation building by transmitting and distributing affordable energy using operational excellence and technology led innovation

Transmission Business

ATL's business focuses on executing new transmission systems under licensing from central and state electricity bodies in India and conducting operations and maintenance (O&M) as one of the outsourced partners of the government of India.

ATL's Transmission Capacity

Items	Operational Phase	Project Phase
Circuit kilometre (ckm)	<div><div></div></div> ~ 13,027	<div><div></div></div> ~ 5,774
Transformation capacity (MVA)	<div><div></div></div> ~ 18,455	<div><div></div></div> ~ 18,311
Capacity addition in FY 20-21	<div><div></div></div> ~ 1,179	<div><div></div></div> ~ 950
Total Operational Assets	25 substations (SS) & 69 transmission lines (TL); 17 operational Special Purpose Vehicles (SPVs)	

ATL owns and operates various high voltage AC transmission lines and substations of 132kV, 220kV, 400kV, 765kV voltage levels, and high voltage DC transmission lines and substations of 500kV +/- voltage level. ATL has invested in the latest technologies resulting in the highest network availability of 99.87% in the country, which corresponds to the best global standards.

ATL aims to address the vast potential in India's transmission sector and has set an ambitious target to set up 20,000 circuit km of transmission lines by 2022, and 30,000 ckm by 2030.

Distribution Business

ATL's distribution portfolio is mainly kept in its subsidiary AEML, which owns ~25,000 km of the underground cable network and caters to the electricity needs of over three million households, close to one-third of Mumbai, known as the financial capital of India. AEML's assets also include eight 220 kV Extra High Voltage (EHV) substations and a 500 MW distribution linked Thermal Power Station at Dahanu (ADTPS).

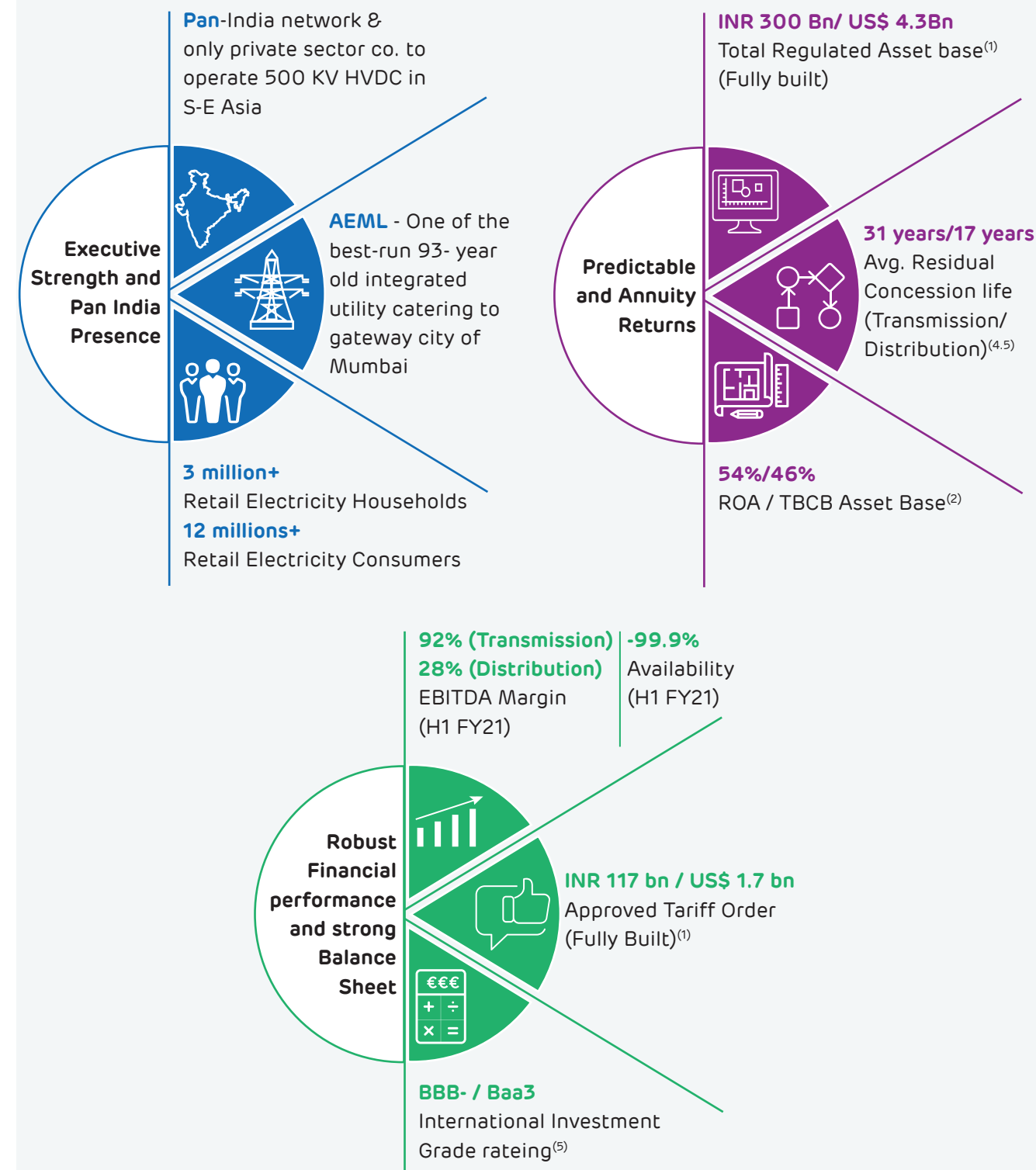
For subsidiaries and details on future projects and acquisitions, please refer to the [ATL Annual Report FY 20-21](#) page no. 51.

System Availability in FY 2020-21

Items	Transmission Assets	ADTPS
Planned outages versus actual maintenance outages	<ul style="list-style-type: none">• Total planned outages: 115• Total outages: 98	<ul style="list-style-type: none">• Planned outage target: 20 days• Actual outages: 1,819 days
Unit-forced outage rate	<ul style="list-style-type: none">• Total emergency outages: 29 (133.27 Hrs.)	<ul style="list-style-type: none">• Actual outages: 4,695 days



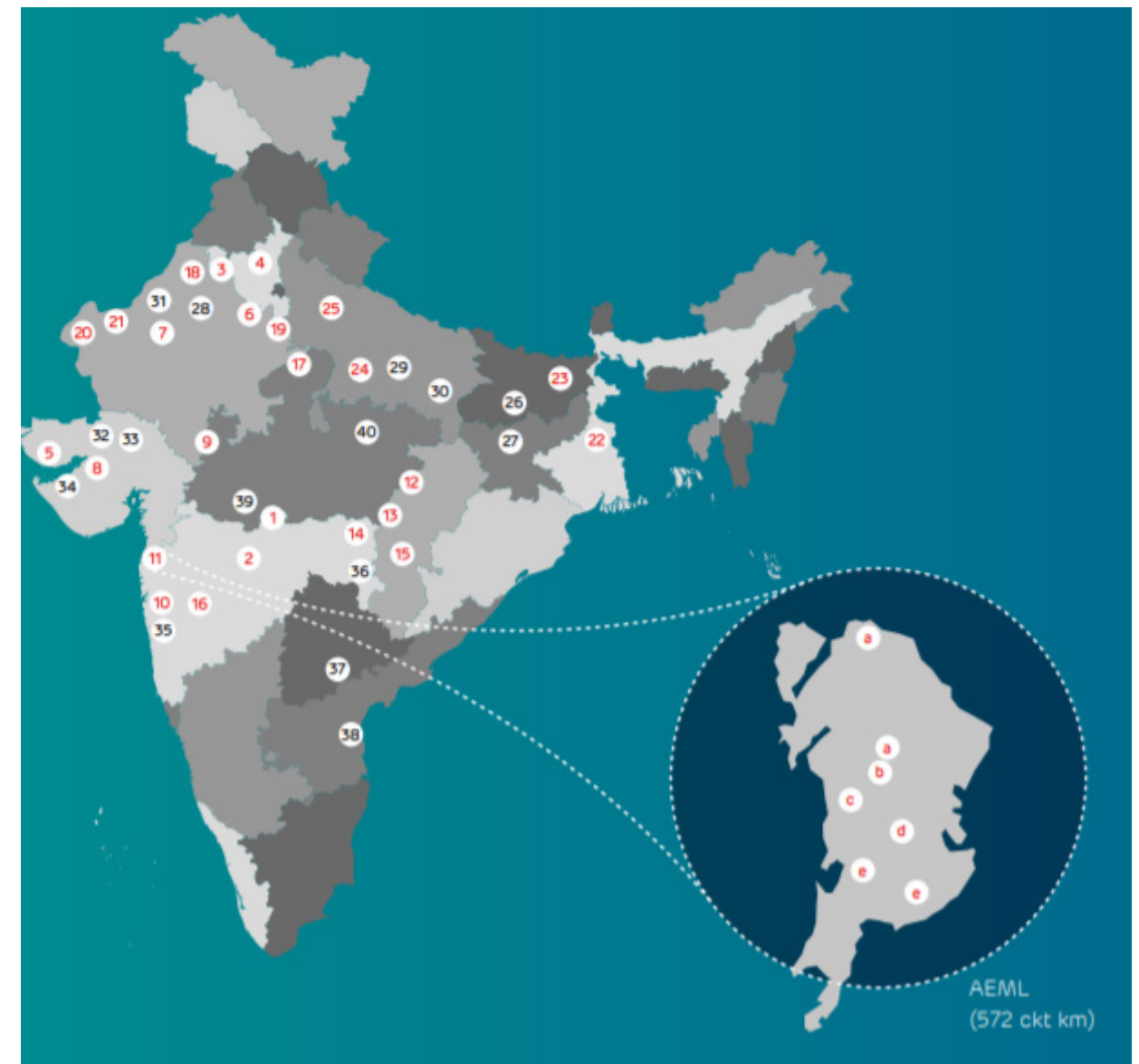
ATL's Operational Excellence in T&D Business



ATL's performance has been consistent with healthy project win and acquisition rate, consistent margins, debt financing, advocacy for tariff-based competitive bidding (TBCB) and timely execution of projects. ATL is advancing the company plans to direct its focus on building sufficient order books, strengthening distribution customer service, developing land pool for transmission projects, reinforcing excellence in project execution and adoption of technology.

Markets Served

(GRI 102-4, 6, 7)



Note: Map not to scale. For representation purposes only.

ATLs Alignment with ESG standards and framework for public disclosure

Principles	Guiding focus	Company's status
	<ul style="list-style-type: none"> Climate change Supplier engagement 	<ul style="list-style-type: none"> ATL has been disclosing its performance annually against the climate change questionnaire of CDP since FY 2019-20 ATL is committed to reducing GHG emissions in line with SDG 13 for Climate Action
	<ul style="list-style-type: none"> SEBI circular for Business Responsibility and Sustainability Reporting (BRSR) 	<ul style="list-style-type: none"> Reporting is in process for the coming FY
	<ul style="list-style-type: none"> Climate change 	<ul style="list-style-type: none"> ATL supports TCFD and discloses its performance in its annual integrated report and ESG report
	<ul style="list-style-type: none"> Biodiversity conservation and management 	<ul style="list-style-type: none"> ATL is IBBI Signatory
	<ul style="list-style-type: none"> Environment Social Governance 	<ul style="list-style-type: none"> ATL participates in Corporate Sustainability Assessment (CSA) by DJSI-S&P ATL engages with S&P Global for conducting ESG diagnostic and evaluation Achieved a score of 63 which is better than the average world electric utility sector score of 38
	<ul style="list-style-type: none"> Human Rights Labour Environment Anti-corruption 	<ul style="list-style-type: none"> ATL is currently mapping its annual ESG report aligning with the UNGC's Annual Communication on Progress ATL has signed UN-Energy Compact to contribute towards SDG 7
	<ul style="list-style-type: none"> Sustainable Development Goals 	<ul style="list-style-type: none"> ATL is committed to SDGs and company performance is mapped aligning with different SDGs in this report
	<ul style="list-style-type: none"> Economic Environment Social 	<ul style="list-style-type: none"> ATL publishes its sustainability performance through its annual ESG report in accordance with the comprehensive option of GRI Standards. ATL has signed the 'GRI South Asia Charter on Sustainability Imperatives' and adopted SDG 12 and SDG 15

Principles	Guiding focus	Company's status
	<ul style="list-style-type: none"> Strategy Governance Performance Prospects 	<ul style="list-style-type: none"> ATL has been disclosing its performance as per the IR framework through its annual reports since FY 2015-16
 National Guidelines for Responsible Business Conduct	<ul style="list-style-type: none"> Human Rights Environment Public Policy Inclusive Growth Customers Ethics Life Cycle Employees Stakeholders 	<ul style="list-style-type: none"> ATL releases its Business Responsibility Report as part of the Integrated Annual Report
	<ul style="list-style-type: none"> Risk Management Labour Resource Efficiency Community Land Resettlement Biodiversity Indigenous People Cultural Heritage 	<ul style="list-style-type: none"> IFC Performance Standard for Environment & Social: New projects funded by banks signatory to IFC PS for E&S
	<ul style="list-style-type: none"> Environment Social Governance 	<ul style="list-style-type: none"> ATL will disclose its ESG performance report of FY 22 aligned with WEF ESG Matrix in the subsequent report

Principles	Guiding focus	Company's status
	<ul style="list-style-type: none"> ESG rating 	<ul style="list-style-type: none"> ATL has improved its FTSE rating from 2.7/5 in FY 20 to 3.3/5 in FY 21 The ESG performance of ATL stands better than the sub-sector average, industry average and Indian average
	<ul style="list-style-type: none"> ESG rating 	<ul style="list-style-type: none"> MSCI provides ATL with a BBB rating
	<ul style="list-style-type: none"> ESG rating 	<ul style="list-style-type: none"> ATL ranks 36 out of 273 peer companies on ESG risk rating in FY 21 ATL scores 26.4 on Sustainalytics' with Medium ESG risk in FY 21

ATL ESG Commitment and Targets

1. Board Governance as per world's best practices

2. To be in Top-5 companies in India for ESG benchmarking of Electric Utility Sector by FY 2022-23

3. Play a pivotal role in global climate action and demonstrate significant contribution by avoiding GHG emissions through sourcing renewable energy and building supporting infrastructure- 50% renewables in total electricity distribution by ATL-AEML by 2027

4. Emission intensity target in line with India's Nationally Determined Contributions (NDCs) and performance disclosures in the public domain by 2021-22

5. Committed to health and safety of workforce with Zero Harm and Zero-Leak objectives by bringing leadership commitment, uniform deployment of safety standards and procedures, capacity building, systems and processes

6. IT – enablement of Adani Energy Vertical ESG framework by FY 2022-23

7. Zero-Waste-to-Landfill (ZWL) Certified Company for 100% of business activities under O&M phase by 2024-25

8. Single-use-Plastic-Free (SuPF) Certified Company for 100% of business activities under O&M phase by 2022-23




9. Integrated with Management Systems in the company to conduct business with no net loss to biodiversity and 100% alignment with India Business Biodiversity Initiative (IBBI) and public disclosures by 2023-24

10. Building green supply chain by integration of associates for 100% of critical supplies by 2023-24

11. Systematic Materiality Assessment and integration with Management Systems in the company

12. Inclusive growth including communities by undertaking CSR initiatives aligned with business impacts to leave positive footprints and societal happiness

ATL Policies on ESG and Codes of Conduct

 Environment	 Social	 Governance
Biodiversity Policy	Occupational Health and Safety	Code of Conduct – Directors, employees and suppliers
IBBI Declaration	Group's Human Rights	Board Diversity Policy
Energy Management System	Corporate Social Responsibility	Directors' Familiarization Program
Environment Management System	Information Technology and Business continuity	Anti-Corruption & Anti-Bribery Policy
	Employee Welfare Policies	Code for Fair Disclosure of UPSI
	Responsible Supply Chain Management	Quality Policy
	Information Security	Dividend Distribution Policy
	Customer Service	Materials Event Policy
	Commodity Price Risk Management	Material Subsidiary Policy
	Anti-slavery	Preservation of Documents
	Affirmative Action	Prevention of Sexual Harassment at Workplace
	Safety Code of Conduct	Policy of Related Party Transactions for Acquiring and Sale of Assets
		Remuneration Policy
		Business Continuity Policy
		Whistleblower Policy
		Corporate Sustainability Policy
		Insider Trading Code
		Clawback Policy (Internal)
		Organization Information Security (Internal)

Membership of Associations

(GRI 102-13)



Confederation of Indian Industry (CII)



Federation of Indian Chamber of Commerce and Industry (FICCI)



Association of Power Producers (APP)



Gujarat Chamber of Commerce and Industry (GCCCI)



Independent Power Producers Association of India (IPPAI)



Ahmedabad Management Association (AMA)



Quality Circle Forum of India (QCFI)



India Business and Biodiversity Initiative (IBBI)



National Safety Council (NSC)



Gujarat Safety Council (GSC)



Electric Power Transmission Association (EPTA)



GRI South Asia Charter on Sustainability Imperatives (GRI)

Awards and Accolades

- 01

Single-use Plastic-Free certificate from CII for 3 Sub-Stations (SS) (Mundra HVDC, Mohindergarh HVDC and Koradi SS) and Adani Dahanu Thermal Power Station (ADTPS)
- 02

Zero Waste to Landfill certificate to ADTPS
- 03

Excellent Energy Efficient Unit for Excellence Award in Energy Management 2020 from CII to ADTPS
- 04

National Energy Leader Award by CII
- 05

ADTPS adjudged the winner for Energy Conservation and Management by MEDA
- 06

Excellent Performers 2020 Award at the 7th Annual Compliance Award Ceremony organised by Legasis Services
- 07

Under 40 Award at the 7th Annual Compliance Award Ceremony organised by Legasis Services
- 08

Best Boiler User Award to ADTPS by Labour Department, Government of Maharashtra, in Boiler India 2020
- 09

RBNQA Performance Excellence Trophy – 2019 to ADTPS
- 10

Patent for 'Testing Kit for Digital Control System' cards and 'A movable and/or compact jig for isolator testing' to ADTPS

Leadership Speaks

From the CEO's Desk

(GRI 102-14)



responsible player in India's energy market. The year that went by left a catastrophic impact worldwide due to severe pandemic across the globe. We firmly believe that the new normal of such incidents being amidst us, would have redefined several of our business risks and performance parameters.

The country's transmission sector is poised for attractive growth through this decade. For a sector as mature as that in India, the projected growth indicates a structural shift in the industry that is expected to widen the sector on one hand and benefit the nimble and prepared sector on the other.

The country's distribution sector is proceeding towards a similar inflection point. The time is around

when several urban distribution networks will undergo reforms including some getting privatised. This will help infuse private capital and benefit the enterprise into faster turnarounds, growth and modernisation. Increasing the share of renewables in power generation would present

new challenges to transmission and distribution, and we are prepared to harness the value.

I am pleased to reaffirm that Adani Transmission enjoys an early mover's advantage in capitalising on both opportunities. The company has emerged as an attractive participant in both formats of businesses, and we are optimistic about enhancing growth in a sustainable way for all our stakeholders in the long term.

The challenges of FY 2020-21

The year FY 2020-21 was one of the most momentous in our experience, in terms of business consolidation and growth.

In the first quarter of the year under review, the country was under lockdown following the outbreak of the COVID-19 pandemic. This for some period impacted our ability to execute projects using a large workforce thereby the commissioning of projects on-schedule did get the brunt on the one hand and similarly some of the on-site maintenance too got adversely impacted initially.

The principal message that I wish to communicate is that our long-term environment-social-governance (ESG) commitment emerged as the most effective counter-response in this challenging environment.

I am pleased to communicate that we addressed

our principal responsibility to employees by ensuring their safety through the incorporation of safety measures, social distancing and technology-driven remote engagement. Most of our employees remained safe during this period, and I can think of no bigger achievement for our company during the last financial year than keeping our employees and associates healthy.

This helped us to protect our business continuity and our capacity to deliver sustainable value to our stakeholders across the medium and long-term.

The other ESG achievement was the ability of the company to enhance the interests of all stakeholders during the year under review. At ATL, we are engaged in responsible enhancement of values for all those who work with us, lend to us, provide risk capital, communities in the vicinity & periphery of our establishments, government, vendors and customers. I am proud to communicate that we enhanced value for this entire stakeholder family during the year under review. I can state with pride that we took the interests of each stakeholder ahead, strengthening the robustness of our holistic eco-system to address the challenges of the future.

Outperformance

At ATL, we sustained our culture of outperformance, notwithstanding the period of lockdown.

The company remained focused on growing its business around the best global practices, strengthening operating efficiencies, disciplined capital allocation and being able to grow the business without compromising our capacity to reward stakeholders. The company continued to protect its catalytic role in unlocking India's long-term energy sector potential on one hand and enhancing its competitiveness on the other.

The company made acquisitions of two coveted & partially operating assets i.e., Alipurduar Transmission Limited and Warora-Kurnool Transmission Limited, during the year and that helped ATL widen its pan-India footprint. These acquisitions have consolidated the company's position as the largest Indian private sector transmission company and sustained its momentum towards its 20,000 ckm goal in transmission lines by 2022.

We are not just a conventional electricity service provider, we are reinventing the service quotient of discoms in India through a combination of service reliability directed at enhancing the consumer's experience. A case in point to enumerate is the incident of snapping of a conductor in the early morning on 12 October 2020 that caused partial grid failure and outage in the otherwise reliable city of Mumbai. Nearly 3,500 MW of load was affected in Maharashtra; 2,200 MW was affected in Mumbai alone. ATL subsidiary in Mumbai, i.e., AEML moved with speed and sensitivity. Its two units sustained the grid disturbance by being the lone savior & survivor & operated in an islanded mode within less than an hour and supplied 340 to 390 MW of mission critical and essential loads like hospitals, railways, nursing homes, when no other generation or power source was available to the city of Mumbai, ensuring that essential services and hospitals continued to function normally during that difficult time. This agility represents the DNA of the company. ATL continues to reinforce its position as Mumbai's preferred service provider through enhanced infrastructure investment.

At the close of the year under review, both the

company's businesses appeared attractively placed. The power transmission business comprised a robust portfolio of ~ 13,027 ckm under operations and ~ 5,774 ckm under projects that should translate into sustainable growth. Besides, an increasing number of transmission projects based on the TBCB format of bidding should make it possible to leverage the company's competitiveness, carving away a larger market share.

At the end of the day, the company recognises that for enduring success, there has to be all-encompassing growth. In view of this, the company continued to invest in community projects through the Adani Foundation. It challenged conventional gender profiling through the appointment of women meter readers, generally a male-dominated professional segment. To make its gender commitment sustainable, the company launched the Women Skill Development Institute, which is expected to create a talent pipeline of functional women workers in mainstream professional roles.

Attractively placed to capitalise

In the last few years, ATL has emerged as one of India's most attractive integrated power transmission and distribution companies.

The company increased its share of the country's power transmission segment in TBCB bids from 24% in FY 2015-16 to 35% in FY 2020-21.

The success of the company's strategic direction, excellence in project execution and high benchmark in project maintenance have been consistently validated through an operational EBITDA margin of ~92% for the transmission segment. Besides, the company carries a low corresponding business risk that is largely insulated from market cycles or risks of receivable defaults.

The company believes that a bulge exists in the country's transmission sector to increase inorganic growth opportunities (through

acquisitions), especially where competing transmission assets are being sub-optimally utilised or are being operated at costs higher than the sectorial standard. The company made the first acquisition in the country's power distribution sector; it accounted for seven acquisitions in the power transmission segment. The acquisitions proved value-accretive through prudent leverage of the Group and corporate synergies.

The company strengthened its business model through access to stable long-term debt synced to asset life in some cases that could be interpreted as quasi-equity; it replaced debt with bonds, moderating interest outflow.

Attractive prospects

There is an ₹8.2 trillion sectorial opportunity for transmission capacity expansion until FY 2028-29 adding transmission capacity in this decade equivalent to what we did in the century.

At the back of these compelling realities is the reality that India's per capita consumption of electricity is only around 1,149 kWh compared with the corresponding global average of 12,000 kWh in advanced countries like the USA. The accelerated per capita electricity consumption would warrant a substantial addition in power transmission and distribution infrastructure.

The country's power transmission sector is evolving from the regulated form of transmission projects allocation to tariff-based competitive bidding, a level playing field for the fittest player to survive and for projects to be awarded complete bidding transparency. Besides, the Indian transmission sector is poised to capitalise on the fact that the generation is rapidly moving towards renewable energy forms, warranting new transmission lines and networks to evacuate renewable energy.

Even as India's transmission sector is poised at an inflexion point, its distribution sector is at an early stage of reform, marked by a growing room for privatisation leading to enhanced systemic

efficiency and overall sectorial viability.

What gives me confidence is that the Indian government has secured the long-term sustainability of the sector through long-term policies that have been timely, continuous, and irreversible, thus enhancing the confidence of Indian and international investors and lenders.

The Indian government has put a significant emphasis on renewables, especially solar, and ensuring last-mile connectivity through schemes such as '24x7 Power for All', Pradhan Mantri Sahaj Bijli Har Ghar Yojana (Saubhagya scheme). It is also focusing on transmission lines catering to the green corridor and new opportunities.

Looking ahead

At ATL, we aspire to sustain our position as the largest private transmission and distribution (T&D) company in India, contributing to nation-building by transmitting and distributing affordable power using operational excellence and technology-led innovation.

- Our priorities include the following:
- Maintaining 25% market share in TBCB transmission bids by growing through organic as well as inorganic routes
 - Augmenting efficiencies in the distribution business and enhancing customer delight
 - Focusing on sustainable operations through business excellence
 - Driving process innovation and new business models through technology adoption

The company's distribution business is to be reinforced through capital investments that enhance the contemporariness of assets, service and consumer access. We believe that the Mumbai market provides the company with the advantage of a consumer base, marked by scale, density and sophistication; this market is providing the company with a rich experience that the company intends to extend to other power distribution markets once they are opened up for reforms and offer themselves to be privatised.

The company looks forward to continued investments in digitalisation with an aim to enhance seamless automation, operating efficiency, cost competitiveness and asset availability. The company's ability to execute projects swiftly across India is because of its diligent adherence to environmental and social standards. Our Board seeks the accountability of ESG performance from the senior leadership, and we have begun linking performance to critical aspects of ESG. The company continues to deepen its ESG commitment, marked by focused teams benchmarking a higher performance standard.

The company is engaged with new-age energy resources like hydrogen, fuel cells, efficient battery systems and electric vehicle charging stations. By seeding our business with these nascent and emerging developments, we are directing our business from the contemporary to the futuristic.

Optimism

I am optimistic that the company has demonstrated the credentials for sustainable growth and leadership. The company is benchmarked with best-in-class practices and intends to emerge as a world-class integrated utility. The company will continue to de-risk its business through stronger strategic and operational aspects, capital conservation, credit quality, partnerships, environmental and social stewardship and high governance standards leading to enhanced value creation for all stakeholders in the long term. The company is conscious of climate risks, social changes in society and the need for enhanced commitment to governance. The company Management and its Board, ensure mapping of strategic, tactical and operational risks as also their mitigation through proactive drills, enactment of response requirements under adverse situations if they were to take place. This is being fully supplemented through the Board & its committees, Independent Directors through their guidance & oversight, as also managements pursuit to excel & benchmark.

I would like to thank our stakeholders for their support, and my fellow Board members and our entire team for their commitment to building a reliable, responsible, and sustainable network and consumer services management institution.

Regards,

Anil Sardana,

Managing Director and Chief Executive Officer

CSO's Message

(GRI 102-53)



Dear Stakeholders,

Adani Transmission Ltd (ATL) is India's largest private power transmission and distribution company with an ambitious vision of having 30,000 ckm by being the leader in transmission lines in India by 2030 through participating in Tariff Based Competitive Bidding (TBCB). ATL is committed to completing the construction of a new transmission line within the time frame as per the conditions of the bid and operating the infrastructure to ensure a normative availability for earning its revenue as part of the Business-to-Business (B2B) model. Besides, ATL is also in the Business-to-Customers (B2C) segment by way of the distribution of electricity in Mumbai to a sizable number of customers. For the distribution of electricity in Mumbai, ATL sources power from generating companies, including its 500 MW conventional fuel-based power plant located outside Mumbai.

The business structure gives rise to some material issues that are identified through a process of stakeholder engagement and are detailed inside this report. Some of the material issues emerge as obvious. Climate change adaptation and mitigation become a material issue for the company as we own a coal-based power generating station and source the electricity from our supply chain for onward distribution in Mumbai. The issue of bio-diversity becomes a material issue, as transmission lines usually need to cross through various landscapes.

Community relations for obtaining a social license to construct and operate is vital for ATL, as projects need to be completed within the stipulated time as per contract conditions. To achieve its ambitious vision, ATL is raising funds through different routes, including bonds market that is committed towards different environment and social standards like TCFD, IFC Environment and Social Standards, Equator Principles, Principle of Responsible Investing (PRI), ESG Metrics of World Economic Forum, Standards for Sustainability Reporting published by Global Reporting Initiatives (GRI) and UN Global Compact Principles. The investors and lending institutions are also concerned about the governance practices of the organization to take decisive action on investments made by them. In the given context, the material issues are being addressed on priority with a long-term strategic plan for ATL. This report addresses the management approach of ATL on material issues that are frequently inquired about by various investors.

Based on prioritized material issues in business, ATL has formalized an ESG Strategy and Steering Framework with the goal 'To be among the top companies in the world for ESG benchmarking of Electric Utilities by FY 2022-23'. The ESG framework aligns with the management team's focus on the strategic vision of the ATL Board of Directors and integrates ESG in the way of doing business. ATL's ESG framework rests on three strategic pillars - 'Commitment towards Global Climate Actions', 'Corporate Citizenship Enabling Social Transformation' and 'Responsible Business

Practices'. Each material issue warrants actions for improvement and key performance indicators (KPIs).

ATL's governance commitment extends beyond compliance with the requirements of applicable regulatory standards of the Securities and Exchange Board of India (SEBI) and the Companies Act, 2013. Besides having mandatory committees of the BoD, as per applicable regulations in the country, the company has established a Sustainability and CSR Committee with additional terms of reference to oversee the sustainability aspects. By a resolution of the Board of Directors, responsibilities of regular monitoring, reporting and public disclosures of ESG performance are delegated to the chair of the management, presently the Managing Director and the Chief Executive Officer.

To support the CEO in discharging this function, there is a structured team with systems in place. There is an Apex ESG and Sustainability Committee (ASC), a body of all functional leaders and operating site leaders chaired by the CEO. One level below the Apex Committee at a working level, there is an ESG Working Group (ESG-WG), a cross-functioning team guided by the Chief Sustainability Officer (CSO). For energy, quality, environmental and other business aspects, ATL has adopted management systems as per ISO standards. Management representatives for different systems support the CEO in achieving continual improvement in business performance.

The company has adopted internationally renowned frameworks and standards to align its ESG disclosures. In the reporting year, the company disclosed its climate change and risk management measures on the CDP platform. Besides, ATL discloses the performance of material issues as per GRI Standards and Sustainable Development Goals (SDGs). ATL also maps its disclosures in line with TCFD recommendations and UNGC principles in the ESG section of the Integrated Report and a dedicated Sustainability Report. There is a systematic process of materiality assessment for reporting and public

disclosures. This includes a process of stakeholder identification and engagement guided by GRI and ISO standards. An inside-out view of material issues is calibrated with periodic stakeholders' engagement and prioritized reporting.

Various initiatives for improvements across all ESG pillars are identified by the working group. During the year under review, the company implemented a Clawback Policy and made additional public disclosures in line with the expectations of prominent ESG evaluation agencies comprising S&P Global, Dow Jones Sustainability Index, Morgan Stanley Sustainability Index and Sustainalytics.

ATL has defined its targets in line with Sustainable Development Goals (SDGs). SDG-13 for Climate Action is one of the goals adopted by ATL. The target for reducing GHG emissions in line with India's Nationally Determined Contribution (NDC) was disclosed by the company in terms of reduction in GHG per unit of revenue. A Sensitivity Analysis helped in assessing the climate change-related risks inherent in ATL's operations. The organization conducted climate scenario-based analysis using IPCC's RCP 4.5 (medium emission) to assess climate risk and impact to its operating and related project site. Recently in FY 2021-22, ATL has committed toward SBTi 1.5°C trajectory.

ATL is developing new HVDC (High Voltage DC) transmission lines to evacuate the electricity from upcoming Renewable Energy Generation Hubs in India and transmit this electricity to load centres and megacities, thereby "Connecting Renewable Pans to Consumption Areas" in India. In a first-of-its-kind initiative in the country, ATL has rolled out Green Tariffs to reframe its alignment with SDG-7 - 'Affordable and Reliable Energy'.

AEML is increasing the share of renewable energy purchases in its total energy mix from present 3% to 60% 2026-27 for distribution in Mumbai under its Green Energy initiative. With this, the company will enable its customers in Mumbai with an option to choose the source of their energy as Renewable Energy and earn Green

Power Certificates. AEML consumers opting for the green tariff structure will receive a Green Power Certificate every month. Consumers like this initiative as they can reduce their carbon footprint.

All subsidiaries and 100% operations of ATL are covered by the Integrated Management System (IMS) for Quality, Environment, Safety, and Energy and Asset management and certified against ISO standards for these aspects that are ISO:9001, ISO:14001, ISO 45001, ISO 50001 and ISO: 55001, respectively. Further, during the reporting year, the company improved the scope of its management systems by adopting Business Continuity (ISO: 22301) and Information Security (ISO: 27001 and ISO 27031): 96% of its subsidiaries and operations are certified for the same. The company is adopting the framework of Social Accountability as per the requirement of the SA 8000 standard in its major subsidiaries. The Management Representative (MR) and IMS Governing Council drive management systems in the company.

The zero waste to landfill (ZWL) initiative that commenced during the year progressed and manifested as a certification for ZWL for the 500 MW power generating station in the portfolio of the company. The MD & CEO signed the bio-diversity policy that committed to conducting business with no-net-loss to biodiversity. ATL became a signatory to the India Business and Biodiversity Initiative (IBBI), which is a Ministry of Environment, Forest and Climate Change initiative with the Confederation on Indian Industry (CII) as the nodal agency. A representative from ATL contributed to one of the focused groups of IBBI members formed by CII.

The Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their disposal covered the trade of plastic waste. In 2019, the Conference of the Parties to the Basel Convention decided on ways to address plastic waste. As various countries strengthened their legal framework to control plastic waste, India promulgated the provisions to control plastic waste. On 15 August 2019, the Prime Minister

of India announced that India would phase out single-use plastics (SUP) by 2022. ATL embraced this as an opportunity to align with the nation's priorities by embarking on an ambitious project to become SUP-free at all operating and project locations. During the reporting year, the 500 MW power generating station of the company at Dhanu achieved the SUP-Free Certification. Three major sub-stations in the transmission network also achieved the SUP-Free Certification awarded by CII, based on the monitoring and verification protocol developed by CII. By achieving single-use plastic-free status, we comply with Sustainable Development Goal #12 (Ensure sustainable consumption and production patterns).

During the reporting year, ATL embarked on the goal to become 'net water neutral' for the transmission business. A Sensitivity Analysis was conducted to analyse the baseline Water Stress Level and Drought Risk Level at key operating sites. This study was conducted using India Water Tool and WRI's Aqueduct Tool.

The ESG aspect and Risk Management were embedded by establishing an Enterprise Risk Management (ERM) System based on the COSO framework guided by the Chief Risk Officer. The risk management framework comprised provisions to evaluate, prioritize and escalate risks to the highest governing body.

The ESG initiatives and goals of the company have been covered in this report in a detailed manner.

We intend to establish a strong connection with our stakeholders and welcome feedback at cso.transmission@adani.com.

Regards,

Praveen Anant

Chief Sustainability Officer

CFO's Message



Dear Stakeholders,

The energy transition represents a major opportunity for all the stakeholders involved in the energy sector. This transition is nothing less than an industrial transformation requiring a collective commitment from businesses, government, end consumers and other stakeholders. We need to work together, devise innovative strategies and implement research-oriented projects to achieve the goal of SBTi 1.5°C trajectory.

During the reporting year of FY 20-21, the consolidated operational EBITDA stood at ₹4,234 crores and has increased by 4% as compared to ₹4,056 crores in FY 19-20. Out of the total operational EBITDA, 60% is from the transmission business, while the remaining 40% accounted for the distribution business. The total value of the fixed asset base of our organization accounts for ₹30,624 crores. A stable and evolved Energy Regulatory Framework offers predictable and robust EBITDA / cash flows towards the invested capitals.

In our aspiration to become one of the top electric utility companies in the world in ESG benchmarking, we have been constantly investing to ensure efficient management of our assets. On the financial Rating, ATL has been rated as Investment grade of BBB-/Baa3 by international Rating Agencies. For our transmission and generation business, asset availability is a critical parameter, and nearly 100% availability ensures a smooth transmission of power on the grid. In July 2020, a centralized dashboard application was launched to carry out active monitoring of all our assets, intending to identify the operational challenges in advance and possible fixation.

With the increased number of IoT-based (Internet of Things) devices added to the energy system, such as smart batteries for solar panels, smart meters, smart EV charging stations, etc. we have set up some targets to phase out the decades-old infrastructure and replace it with the new modern digitized and automated smart solutions. To increase the integration of renewables and reduce transmission costs and energy losses, we are working on increasing the capacity of solar PV rooftops at our substations.

During the Covid-19 pandemic, we have been able to maintain the availability of our assets close to 100%, and therefore, it has not impacted our business as the revenue from the transmission is directly related to the availability of the assets. The remote working arrangements have not affected the ability of our team members and there is no impact on our financial reporting system along with the internal operations. Further, Adani Group has contributed ₹100 Crores to the PM Cares Fund for COVID relief in FY 20-21.

Creating a Strong Corporate Governance

Based on the principles of accountability, transparency, responsible conduct, ethics, and integrity, we have established a robust corporate governance framework that drives our company and enables us to meet the financial, operational, and strategic objectives. The corporate governance structure comprises the Board of

Directors, who are committed to the development and improvement of the company by enhancing trust and value for our stakeholder groups such as shareholders, regulators, employees, customers and entire value partners.

We have implemented Integrated Management Systems (IMS) as per the international standards developed by ISO. The Risk Management Framework is responsible for identifying the key risks, including cybersecurity and tracking the mitigating efforts. At ATL, including AEML, we have implemented ISO 27001 for Information Security Management System (ISMS).

Creating Opportunities out of the ESG risks

To withstand extreme weather events occurring due to the physical risks of climate change, we are investing in the design and development of the grid infrastructure that is robust, resilient, reliable, and flexible. On the other hand, the transitional risks of climate change bring in new opportunities for us. We, at ATL, have set the target to reduce greenhouse gas (GHG) emissions by increasing the percentage of power procured from renewable sources, thus allowing us to comply with the Renewable Purchase Obligation (RPO). In the reporting year, we have procured around 2.78% of the power from renewables, and by 2027, we are expecting to increase this share up to 60%.

With our robust business model and effective risk management, we can provide sustainable value to all our stakeholders. Our responsible business practices allow us to be proactive in adapting to the global trend and evolving regulatory framework. This helps us in identifying possible growth opportunities.

To build trust and credibility with the readers, our management, and other key stakeholder groups, we carry out an independent assurance to ensure that the data we publish is accurate and material. For FY 20-21, external assurance of the data across the Environmental, Social, and Governance (ESG) aspects is conducted as per our policy.

Moving Forward

With our aspiration to become the largest private sector Transmission and Distribution (T&D) company based in India, we would continue to work towards providing economic benefits to all our stakeholders through our responsible business practices and commitment to global climate action.

Regards,
Rohit Soni
Chief Financial Officer

Indian Power Sector Overview

(GRI 102-15)

In India, the electricity demand is expected to grow continuously by nearly 5% yearly in the coming years, as shown in the graph below. By 2027, the total electricity demand is projected to increase by almost 45% compared to the total electricity demand in 2020.

As shown in the figure below, out of the new electricity supply capacity additions, by the end of 2027, more than 75% is expected to come from renewable energy sources, with solar energy and wind energy being the major contributors.

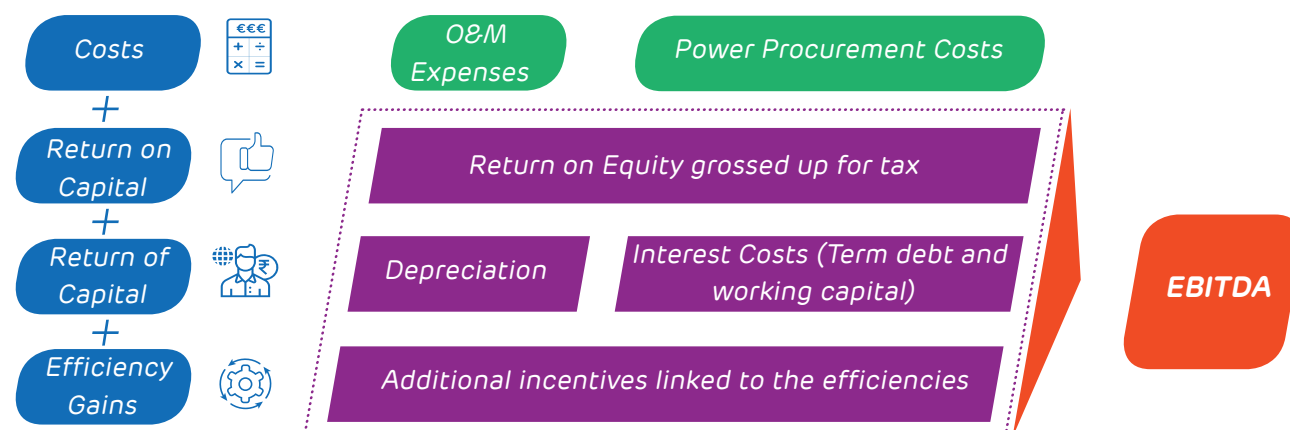
Energy and Environment Regulatory Framework

The Indian power sector regulatory framework is robust and guided by the Electricity Act 2003. T&D projects are awarded either through the cost-plus model or by competitive bidding under sections 62 and 63 of the Electricity Act 2003, both at the central and state level.

Under Section 63 of the Electricity Act, projects bid under the tariff-based competitive bidding (TBCB) model are awarded through competitive bidding on tariffs over the concession period. Thus, the tariff determined and adopted by the regulatory authority concerned, post-bidding of the project, is fixed and virtually independent of regulatory changes over the concession period.

India is a country with a mature legal framework for energy and environmental regulation. There has been a system and history in the country that new legislation, whenever required, is developed by the government through stakeholder consultation and policy advocacy, including the industries. This reduces the possibilities for any disruptive regulation for the industry players.

Due to a stable and evolved energy regulatory framework, the tariff is based on a rate of return approach on regulated asset base, pass-through of other costs, and efficiency linked incentives as shown below:



NAGPUR

Materiality

Materiality Approach

(GRI 102-21, 29, 40, 42, 43, 44, 47, 103-1)

Materiality assessment for ATL is conducted as per relevant GRI Standards. For ATL, material topics are those that are of high concern to the business and stakeholders and can impact business and value drivers. We adopt a structured approach and methodology to identify and prioritise material issues.

ATL has identified material topics based on interaction with internal and external stakeholders. The different functions of the business have regular interaction and engagement with stakeholders. ATL is certified for the management system for ISO 9001, 14001, 45001, 27001, and its stakeholders are mapped as per clause 4.2 of ISO standards. Functional heads are regularly updated on the expectations of the stakeholders that are incorporated in the management systems and enterprise risk management.

For the development of this report, material topics are identified based on regular as well as special engagement with key stakeholders by the ESG core working group. Identified material topics are

deliberated in the apex ESG community for the development of the management approach.



Our inputs for materiality:

1. Key stakeholders' perspective
2. Megatrends
3. Risks and opportunities
4. Internal and External business environment

We actively engage with our stakeholders and foster a collaborative dialogue on day-to-day operations and business requirements. Our stakeholder engagement process and controls enable us to identify specific requirements and expectations from each group and allow us to address them through continual improvement.

ATL's key achievements related to the business operations in the reporting year are mentioned in the table below:

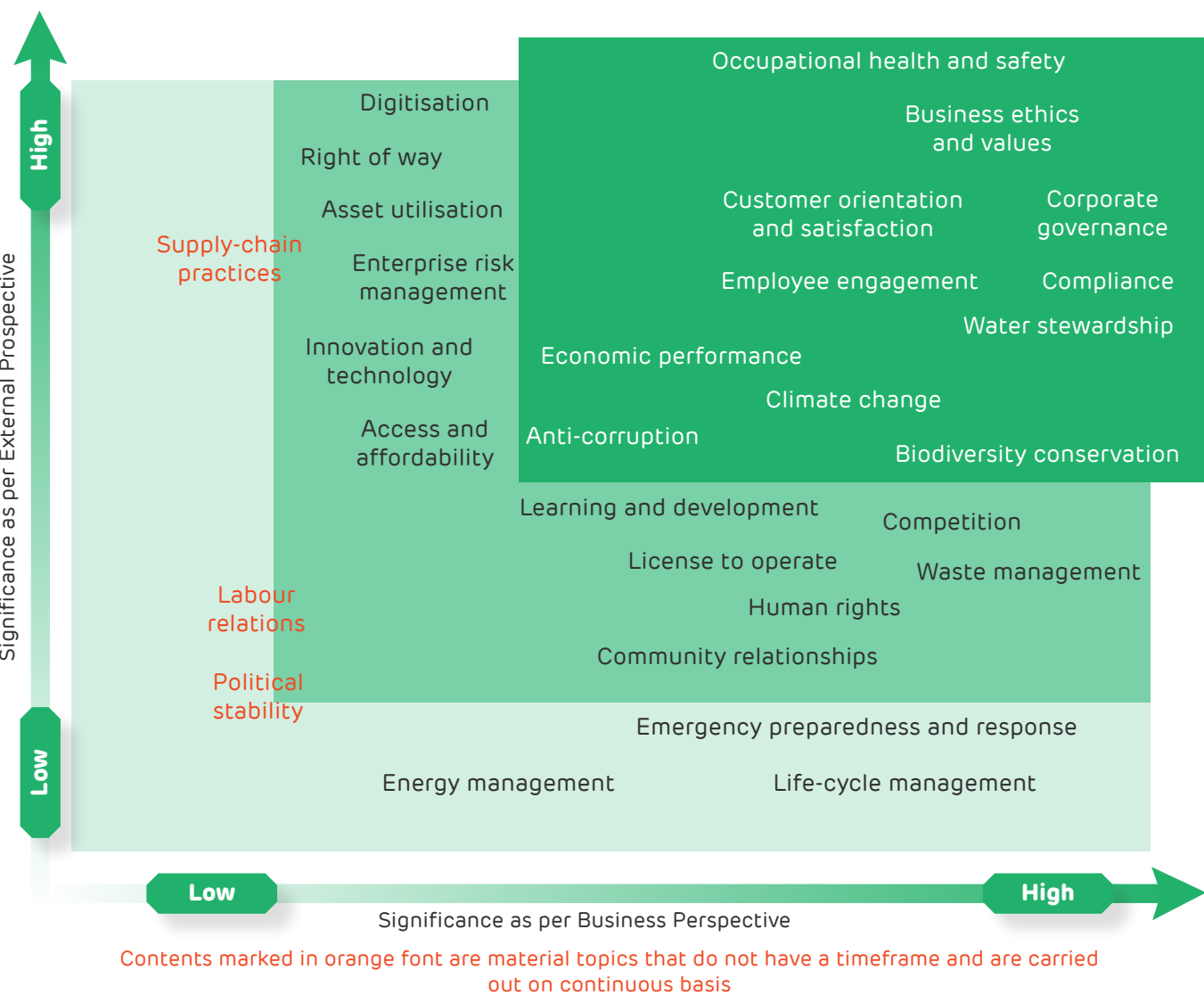
Key Stakeholder Groups	Key Concerns	Engagement Platforms	Frequency
Employees and Contractual Employees	<ul style="list-style-type: none"> Health and Safety Plant efficiency Work environment 	<ul style="list-style-type: none"> Direct Interaction Employee engagement surveys Feedback surveys Open forums and Exit interviews 	On-going
Vendors	<ul style="list-style-type: none"> Grievance mechanism Knowledge sharing Timelines for payments 	<ul style="list-style-type: none"> On-boarding Processes Site visits to manufacturing facilities One-on-One Interaction 	Regular
Local Communities including civil societies	<ul style="list-style-type: none"> Employment and Industry relation Resource availability Support in utilisation of eco-system services Healthcare support 	<ul style="list-style-type: none"> Interactions with NGO partners and Communities Meetings/ discussions with local communities 	On-going Need-based
Regulators	<ul style="list-style-type: none"> Compliance Revenue Taxes Community development 	<ul style="list-style-type: none"> Policy Advocacy Direct interaction with the regulatory bodies on a case-to-case basis Regulatory Audits and inspections 	On-going Need-based

Key Stakeholder Groups	Key Concerns	Engagement Platforms	Frequency
Investors	<ul style="list-style-type: none"> ESG performance Growth opportunities Debt Servicing 	<ul style="list-style-type: none"> Investor meets AGM Meetings Periodic declarations on performance 	Quarterly Need-based
Shareholders	<ul style="list-style-type: none"> Transfer of shares Non-receipt of Annual Report Issue of certificates, general meetings 	<ul style="list-style-type: none"> Investor Meets AGM's 	Regular Need-based
Customers	<ul style="list-style-type: none"> Planned Maintenance Power Outage Modernisation and upgradation 	<ul style="list-style-type: none"> Direct Communication One-on-One interaction 	On-going Need-based
Media	<ul style="list-style-type: none"> Local Community Development Health & Safety Legal Compliance Environment Protection Ash Management 	<ul style="list-style-type: none"> Meeting in person or via call/virtual platforms 	Issue-based

While doing the materiality assessment, we have taken the following megatrends into consideration:

- Transition to clean energy and deep decarbonisation
- Regulation
- Climate Change
- Digitisation
- Changing consumer preferences and decentralisation of generation
- Circular Economy

























The identified material topics prioritised as per GRI standards and mapped with different capitals impacted as per IR framework are as follows:









Materiality Issues: Description and Impact

The key materiality topics, their description, and impact associated with the UN SDGs:			
Materiality Topic	Description	Impact associated with the UNSDGs	Capitals Impacted
Environmental			
Biodiversity conservation	Impact of the business activities on the land resources and biodiversity		Manufactured
Access and affordability	Ensure access to affordable, reliable, sustainable, and modern energy to all		Social & Relationship

Environmental			
Climate Change	Actions were taken to tackle climate change		Natural
Innovation and technology	Efforts put into innovation and technology in terms of energy transition towards clean energy sources		Intellectual
Asset utilisation	Efficient use of the assets available		Manufactured
Water stewardship	Using the available water resources efficiently, incorporating water conservation through recycle and reuse methodologies		Natural
Waste management	Managing and utilising the maximum hazardous and non-hazardous waste generated		Manufactured
Energy management	Incorporating energy efficiency measures to reduce energy consumption and integrating renewables to reduce the GHG emissions		Financial
Life-cycle management	Using the material resources efficiently with a focus on recycling and reusing		Manufactured
Social			
Community relationships	Harmonious and peaceful relations with the communities is essential for uninterrupted operations		Social & Relationship
Political stability	Political stability is essential for business environments as it affects investor and consumer confidence, thus having a broader impact on the economy		Social & Relationship
Learning and development	Providing training and skill development programs for the upliftment of the employees and other communities		Social & Relationship
Labour relations	Ensure diversity and provide equal opportunities to all employees		Human
Supply-chain practices	Ensure an efficient supply-chain management system		Social & Relationship
Business ethics and values	Ensure everyone follows certain ethics and values while performing business operations		Social & Relationship
Competition	Ensure anti-competitive behaviour where the company avoids dominance in a relevant market		Financial

Social			
Occupational health and safety	Ensure good health and safety of the workforce		 Human
Customer orientation and satisfaction	Ensure that the customers are satisfied and happy with the products/services offered by the company		 Social & Relationship
Human rights	Ensure all the operations and the value chain partners abide by the applicable regulations protecting human rights		 Human
Employee engagement	Ensure that the workforce is proudly and happily engaged		 Human
Governance			
Corporate governance compliance	Compliance with all the regulations applicable to the business operations		 Financial
Licence to operate	Ensure required licences have been obtained to operate as per the government rules/acts		 Social & Relationship
Right of way	The legal right, established by usage or grant, to pass along a specific route through grounds or property belonging to another		 Manufactured
Economic performance	The healthy financial growth of the company has positive implications on the economy in which it thrives		 Financial
Digitisation	Incorporate digitisation into the business operations		 Intellectual
Anti-corruption	Monitoring that no unlawful transactions are undertaken by any employees or business partners or collaborators of the business.		 Human
Enterprise risk management	Identifying and managing different kinds of risks relevant to the business operations		 Financial
Emergency preparedness and response	Ensure all standard operating procedures (SOPs) are in place in case an emergency occurs		 Financial

 Manufactured
  Intellectual
  Human

 Social & Relationship
  Financial
  Natural

ESG Strategy and Focus areas

(GRI 102-31, 103-2)

To address these material issues, ATL has developed a strategy and framework to make ESG a way of doing business.



ESG Focus Areas of ATL		
Commitment towards Global Climate Action	Corporate Citizenship and Enabling Social Transformation	Responsible Business Practices
Establish a climate strategy that allows proactive identification and assessment of risks and opportunities related to climate change	Extend ATL's commitment to sustainable performance to all the links in the value chain, ranging from its people to suppliers and customers, accomplishing this through the creation of strong alliances	Promote a corporate culture of ethics, integrity, and transparency that is supported by strong leadership.
Devise action plans to mitigate risk and harness opportunities		Be proactive in anticipating and adapting to global trends and to the regulatory environment that would allow the organisation to identify growth opportunities and respond to the challenges of the future
Understand and address the financial implications by employing the recommendations of the Task Force on Climate-related Financial Disclosures	Contribute to the social, economic and environmental progress of society through community engagement and investment	

Governing and Administrative measures for ESG		
Environment	Social	Governance
Decarbonization of sub-stations	Development of CSR strategy for business – completed Adani Brand Strategic CSR Programs in ATL	Engagement with ESG evaluation by DJSI-S&P Global
Single-use plastic-free organization (three sub-stations got certified as SUP-Free by CII)	1. Saksham program: It is a skill development program to improve the quality of life of women, especially those economically deprived	Implementation of IMS Group-I (ISO 9001:2015, 14001:2015, 45001:2018, 50001:2018, 55001:2014), and Group-II (ISO 27001:2013, 22031:2019, 27031:2011), Group-III (SA 8000, ISO: 26001)
Greening sub-stations	2. Safety + 5S (S+5S) program: ATL has adopted S+5S to create safety and cleanliness awareness among the younger generation	Greening of supply chain
Water positive substations	3. Sanginis: They are change agents, mainly women from villages with leadership qualities and willingness to serve and provide solutions to the most pressing local community problems while utilizing government schemes	ESG Aspects performance audits and enabling systems (Water, Waste, Data Privacy Protection, Claw-back, Anti-corruption policy, and other disclosures)
Biodiversity mapping and disclosure to IBBI and public domain		
Zero waste to landfill		

Technical and Other measures for ESG	Status
Mark ESG as an agenda of the board room	ATL has a sub-committee (Sustainability and CSR committees) of the Board of Directors
Develop ESG Steering Framework with roles and responsibility for resource allocation, re-view, mentoring, projects implementation	Developed and communicated among all employees
Identify and appoint key managerial professionals and assign ESG responsibilities	MD & CEO as Head of Apex committee of ESG and Sustainability
	Chief Sustainability Officer as custodian and mentor of ESG and Sustainability
	Head Sustainability as custodian of development of ESG strategy, systems, measurements, public disclosures
	Project champions as leaders for individual ESG projects
Identify technical and innovative projects to control ESG KPIs and achieve the targets	33 projects identified
Develop management systems as per international standards and integration of ESG aspects – Environment, Quality, Health & Safety	Implemented Integrated Management system as ISO 9001:2015, 14001:2015, 45001:2018, 50001:2018, 55001:2014, 27001:2013, 22031:2019, 27031:2011), Group-III (SA 8000, ISO: 26001)
Adopt world's best standards and criteria for public disclosures for ESG and Sustainability	ATL's annual report is prepared in accordance with the Global Reporting Initiative (GRI) Standards. Also, the ESG disclosures are aligned with Integrated Reporting, UNGC, SDGs & IFC



ESG Objectives and Targets

In the current reporting period, ATL took a step further to drive its Sustainability Commitment by defining sustainability objectives and targets specific to the identified ESG focus areas.

ATL Sustainability Objectives

Focus Area	Target	Target Year
Commitment towards Global Climate Action		
Climate Change mitigation and adaptation	40-45% reduction of GHG intensity (tCO2e/Revenue-Million ₹)	FY 2023-24
	Increase in the renewable energy mix from 3% to 30% in the distribution network	FY 2022-23
	Increase in the renewable energy mix to 60% in the distribution network	FY 2026-27
	100% of the operational location to be SUP-Free certified	FY 2022-23
	Climate risk assessment and financial implications mapping and disclosure for 100% of ATL's operations in line with TCFD guidelines	FY 2022-23
	100% of operations covered under CDP climate change response	Y-o-Y
Zero waste to landfills	More than 99% of waste diverted away from landfill	FY 2024-25
	100% of ATL's operational locations to be ZWL certified	FY 2024-25
Biodiversity conservation and natural resources optimization	100% of ATL's operational locations and subsidiaries to be covered under biodiversity impact assessment	FY 2024-25
	Achieve no net loss to biodiversity	FY 2024-25
Corporate Citizenship and Enabling Social Transformation		
Human capital development and Caring human rights in the business	10% year-on-year increase	Y-o-Y
Safety and well-being	Zero incidents	Y-o-Y
	Zero fatality	Y-o-Y
Inclusive Growth including communities	A minimum of 100% of total mandated CSR spending under the Companies Act in India	Y-o-Y
	Impact assessment of 100% of CSR programs employing planned methodologies	Y-o-Y
	CSR budget allocation in the ratio of 80:20 for programs related to Business Strategy is to programs implemented based on the requirement	Y-o-Y

Focus Area	Target	Target Year
Responsible Business Practices		
Business ethics and values	To be ranked among top corporates against the governance evaluation criteria of CSA DJSI S&P	FY 2021-22
	100% of incidents received through whistle-blower mechanism to be resolved	Y-o-Y
Customer orientation and value creation for stakeholders	Satisfaction level to be surveyed and measured for 100% of ATL's customers	Y-o-Y
Responsible business partnerships	100% of ATL's critical vendors to practice sustainability	FY 2021-22
	100% of ATL's operations to be IMS (QMS 9001) certified	FY 2020-21
	100% of ATL's operations to be IMS (EMS 14001) certified	FY 2020-21
	100% of ATL's operations to be IMS (OMS 45001) certified	FY 2020-21
	100% of ATL's operations to be IMS (EnMS 50001) certified	FY 2020-21
	100% of ATL's operations to be IMS (Asset 55001) certified	FY 2020-21
	100% of ATL's operations to be IMS (ISO 27001) certified	FY 2020-21
	100% of ATL's operations to be IMS (ISO 27031) certified	FY 2020-21
	100% of ATL's operations to be SA 8000 certified	FY 2020-21
	100% of ATL's operations to be IMS (ISO 26001) certified	FY 2020-21

Sustainability Governance

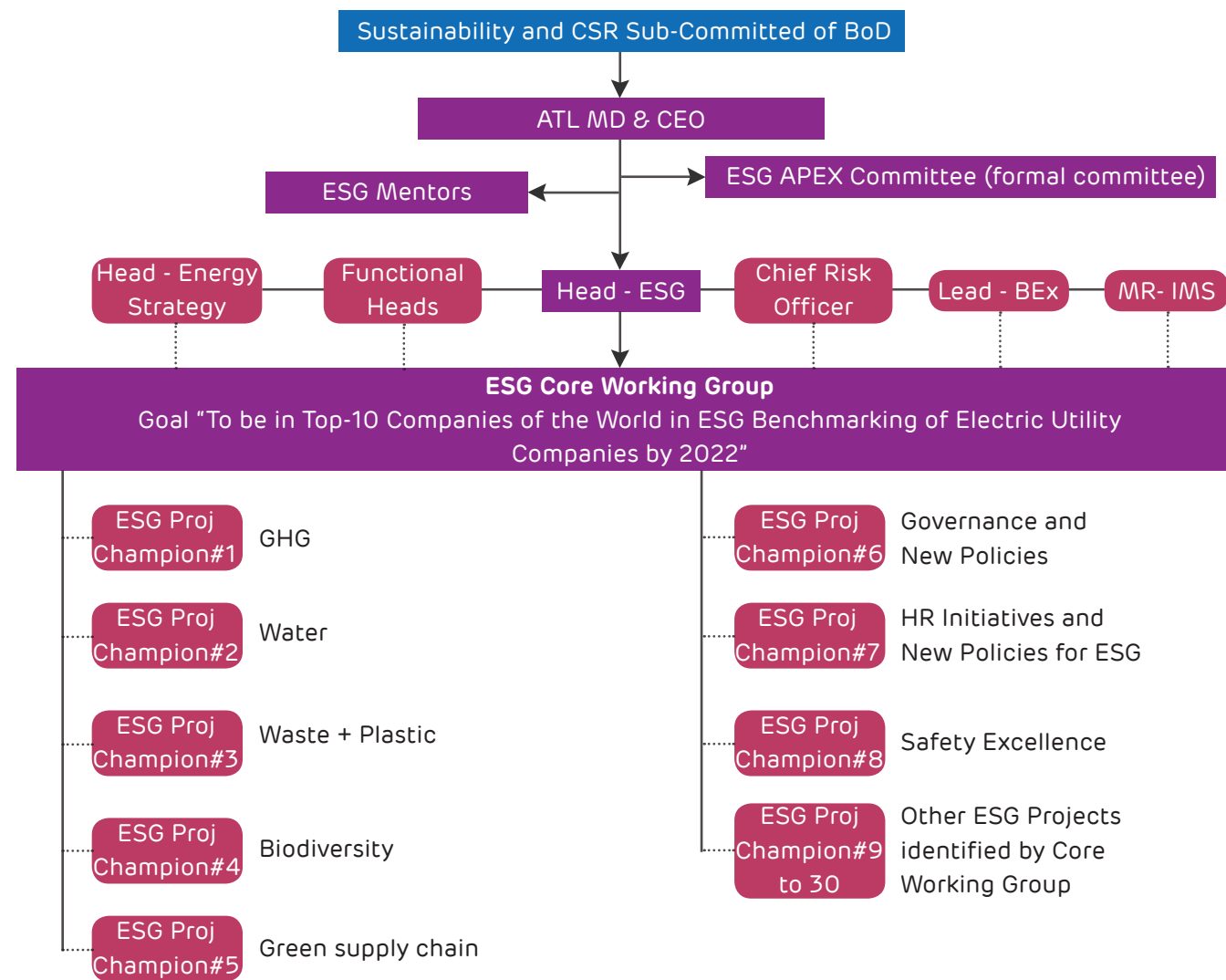
(GRI 102-20, 32)

Board Oversight

ATL's Board has instituted a CSR and Sustainability Committee that oversees the implementation, monitoring, and reporting of ESG and sustainability performance, along with the CSR policy and its implementation. The committee identifies and incorporates ESG-related strategic, operational and financial risks through the deliberations of the Board of Directors.

The CSR and Sustainability Committee of the Board has delegated the responsibility of overseeing the ESG performance and its public disclosure through the annual Integrated Sustainability Report and another medium to the ATL's CEO. The committee regularly monitors the sustainability and climate performance of the company. The organisational policies, purpose, values, mission statement, strategies, goals and targets related to sustainable development within the company are developed by the senior management committees. These are based on the identified risks and opportunities associated with the power sector, external environment, legal and regulatory, management system requirements, and stakeholder consultation. These policies are regularly reviewed and approved by the Board.

Sustainability Governance Structure

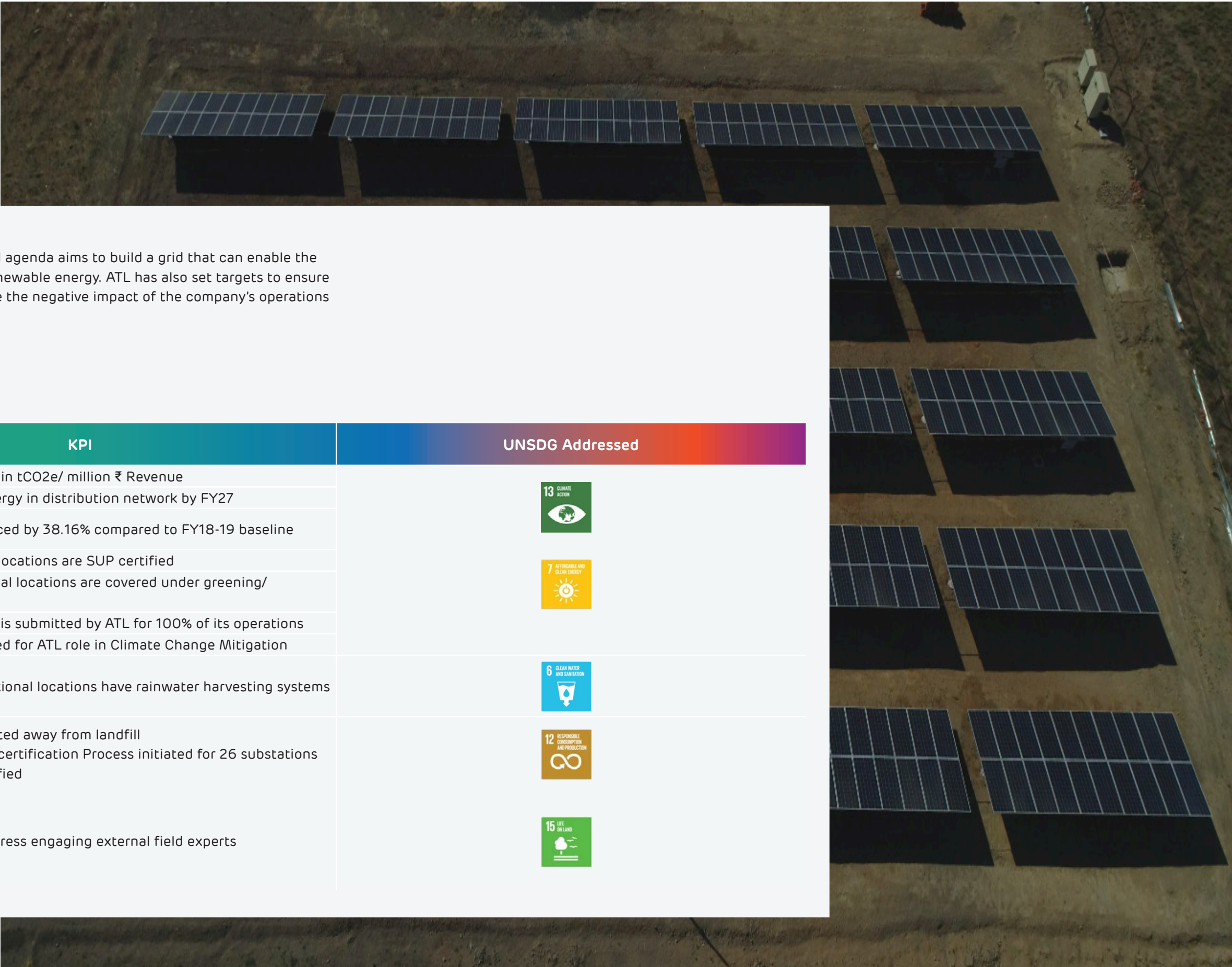


Note: List of identified ESG Projects and name of champions is attached



HVDC, MUNDRA

Commitments towards Global Climate Action and Environmental Stewardship



As a responsible corporate citizen, ATL's environmental agenda aims to build a grid that can enable the energy transition to a carbon-free system based on renewable energy. ATL has also set targets to ensure efficient utilisation of available resources and mitigate the negative impact of the company's operations on the ecosystem.

Alignment to SDGs

Performance Overview

Focus Area	Strategic Approach	KPI	UNSDG Addressed
Environmental Stewardship	Climate Change mitigation and adaptation	• GHG intensity of 25.6 in tCO2e/ million ₹ Revenue	<div>13 CLIMATE ACTION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div>
		• 60% of renewable energy in distribution network by FY27	
		• Energy intensity reduced by 38.16% compared to FY18-19 baseline	
		• 3 of ATL's operational locations are SUP certified	
		• 32% of ATL's operational locations are covered under greening/ plantation initiatives	
		• Commitment to TCFD is submitted by ATL for 100% of its operations	
		• Commitment submitted for ATL role in Climate Change Mitigation	
	Water Stewardship	• 14.30% of ATL's operational locations have rainwater harvesting systems	<div>6 CLEAN WATER AND SANITATION</div>
	Zero waste to landfills	• 91.33% of waste diverted away from landfill • Zero waste to landfill certification Process initiated for 26 substations • ADTPS has been certified	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
	Biodiversity conservation and natural resources optimization	• Baseline study in progress engaging external field experts	<div>15 LIFE ON LAND</div>

Goal 6:

Ensure availability and sustainable management of water and sanitation for all



Indicators	ATL's Contribution/Approach
6.3.1 Proportion of domestic and industrial wastewater flows safely treated	The domestic effluent is being treated at ADTPS and utilised for horticulture purposes
6.4.1 Change in water-use efficiency over time	ATL embarked on the goal to become 'net water neutral' Reduction in the water consumption year-on-year and implementation of rainwater harvesting systems to achieve water neutrality ADTPS has been certified for Water Efficiency Management System
6.5.1 Degree of integrated water resources management	ATL has carried out a Sensitivity Analysis to analyse the baseline Water Stress Level and Drought Risk Level at key operating sites

Goal 7:

Ensure access to affordable, reliable, sustainable and modern energy for all



Indicators	ATL's Contribution/Approach
7.2.1 Renewable energy share in the total final energy consumption	ATL's commitment has been accepted for UN-Energy Compact ATL has set a target to make RE share in power Procurement up to 60% by FY 27
7.b.1 Installed renewable energy-generating capacity in developing countries (in watts per capita)	ATL plans to consume 100% of the auxiliary power through solar PV rooftops installed at the substations

Goal 11:

Make cities and human settlements inclusive, safe, resilient and sustainable



Indicators	ATL's Contribution/Approach
11.6.2 Annual mean levels of fine particulate matter (e.g., PM2.5 and PM10) in cities (population weighted)	ADTPS was awarded a 5-star rating by the Maharashtra Pollution Control Board (MPCB) for low levels of PM10 emissions in the reporting period

Goal 12:

Ensure sustainable consumption and production patterns



Indicators	ATL's Contribution/Approach
12.2.1 Material footprint, material footprint per capita, and material footprint per GDP	ATL has a target to become a Zero Waste to Landfill (ZWL) certified company for 100% of business activities under the O&M phase by 2024-25. ADTPS is ZWL certified ATL to become Single-Use-Plastic-Free (SUP-Free) certified company for 100% of business activities under O&M phase by 2022-23 ATL focuses on reducing the material footprint by incorporating circular business activities
12.4.2 (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment	Hazardous waste generated is disposed of through agencies authorised by a regulatory authority in India for recycling and reprocessing
12.a.1 Installed renewable energy-generating capacity in developing countries (in watts per capita)	AEML has entered into a PPA of 700 MW for hybrid power from FY2022 onwards for 25 years

Goal 13:

Take urgent action to combat climate change and its impacts



Indicators	ATL's Contribution/Approach
13.1.2 Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030	ATL focuses on the development of robust and resilient transmission towers to withstand extreme weather events
13.2.1 Number of countries with nationally determined contributions, long-term strategies, national adaptation plans and adaptation communications, as reported to the secretariat of the United Nations Framework Convention on Climate Change	ATL has aligned its GHG mitigation strategy with the nationally determined contribution of India
13.2.2 Total GHG emissions per year	ATL has set a target to reduce GHG intensity per unit of revenue up to 40-45% by FY 2023-24. It is close to achieving this target as detailed in the 'Climate Performance' section
13.3.1 Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education, and (d) student assessment	ATL spreads awareness among the customers and encourages them to inculcate sustainable practices by encouraging them to install solar PV rooftops, EV charging facilities, etc

Goal 15:

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Indicators	ATL's Contribution/Approach
15.2.1 Progress towards sustainable forest management	<p>ATL is a signatory to IBBI and committed to conducting business with no-net-loss to biodiversity</p> <p>ATL has systems in place for avoiding ecologically sensitive zones, protected areas, and natural habitats when planning new transmission line routes, minimising the impact on biodiversity by reducing its energy use and restoring habitat identified at the planning stage of a new transmission line construction</p>



TEAM MEMBER : HVDC, MUNDRA

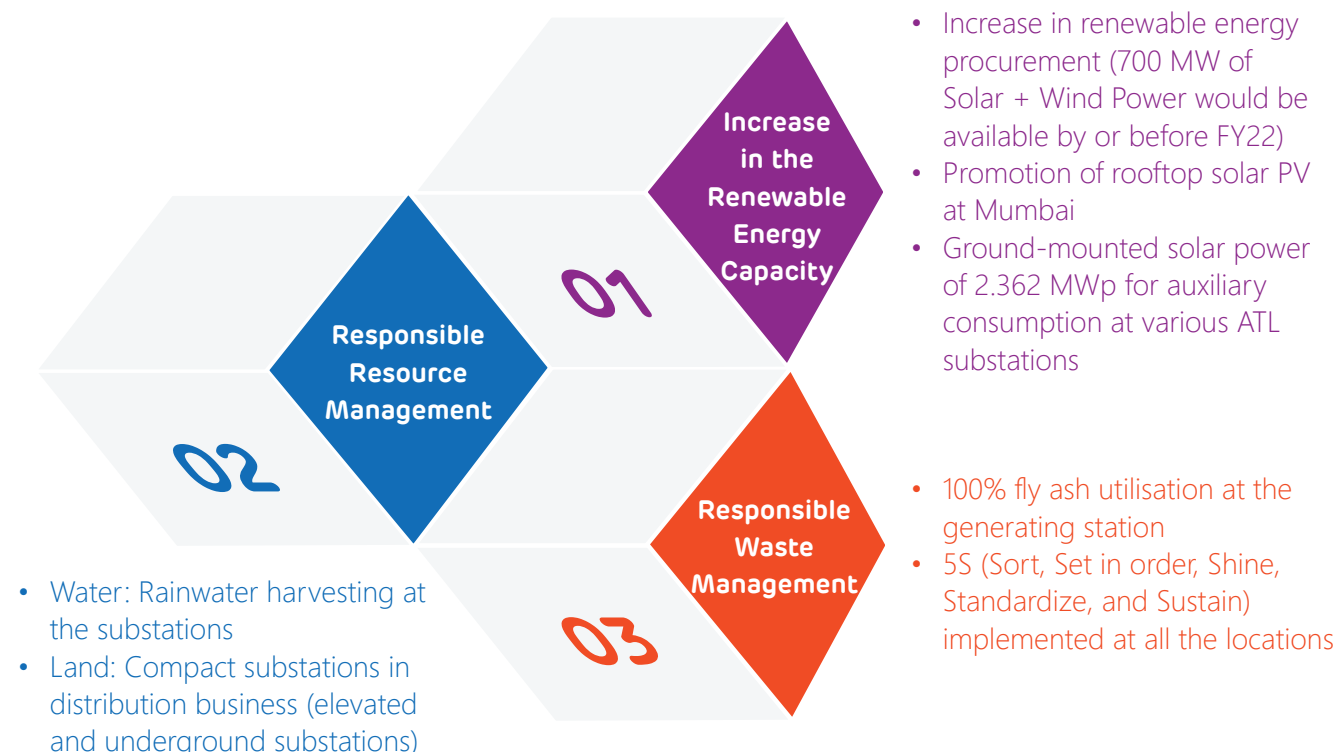
Environmental performance

(GRI 307-1)

During this reporting period, there were no violations of environmental regulations and laws. ATL is also keeping up with the evolving global and Indian environmental regulations.

Using the legal compliance system software LEGATRIX, ATL regularly monitors, checks and controls compliance. As an ongoing compliance process, ATL annually audits the adherence to environmental regulations, permits, and environment management systems. ATL also has internal control systems, the results of which are regularly reviewed by the Board's Audit Committee. ATL has instituted environmental and social compliance control systems, the results of which are regularly reviewed by the Corporate Social Responsibility (CSR) and Sustainability Committees. ATL is ISO 14001:2015 certified for Environmental Management System and ISO 50001:2018 certified for Energy Management System.

The following are the key activities undertaken by ATL:



As a forward-looking electric utility company, ATL desires to go beyond compliance requirements and achieve performance standards that exceed the prevailing sectoral average.

ATL's Energy, Resource and Waste management:

ATL's environmental management team focuses on reducing the carbon footprint, responsible consumption of available resources, and incorporating circular business activities to reuse and recycle waste generated within the organisation. The carbon footprint reduction is mostly being done by increasing the share of renewables in the energy consumed by ATL and introducing various energy efficiency programs to reduce the overall energy consumption of ATL. Rainwater harvesting and waste recycling methods have been adopted to ensure responsible consumption and production of water resources.

Climate Change Mitigation and Adaptation

(GRI 102-15, 201-2)

ATL understands the importance of climate change and encourages effective transformation towards energy transition and a sustainable future. Being in the transmission industry, we play a key role in achieving the purpose and targets set out in the historic Paris Agreement. ATL is an active participant in various climate-related forums for identifying and adopting various technologies to support climate change mitigation and adaptation. As part of it, we are committed to SBTi to become net neutral by 2050 with business ambition for 1.5°C and are in the process of developing and approving our target.

Board Committee Oversight

ATL's Board of Directors understands the importance of climate change issues, as well as their significance to its business and its stakeholders. It also recognises the potential impact and opportunities climate change could create for the Group's generating and operating ability. Given the significance of risks and opportunities posed by climate change on ATL's business, including physical, regulatory, and market-related issues, the Board and its committees are all actively involved in oversight of climate change issues.

ATL's Board committees, including the Corporate Social Responsibility, Sustainability Committee, and the Audit and Risk Management Committee are informed of the identification of climate risks. The Board of Directors has delegated the responsibility for extra-financial disclosures, including climate change, to the CEO.

Climate change-related performance, including implementation of energy efficiency measures, is part of the CEO's key result areas (KRAs) in ATL. Climate change and sustainability-related performance-based incentives are incorporated

in the top management's compensation plans in line with the KRAs. In addition, senior executives, including plant heads, energy managers, and station heads, have their remuneration linked to climate change and sustainability-related performance-based incentives.

ATL has established management systems as per international standards developed by ISO. For each management system, there are designated Management Representatives (MRs) and cross-functional teams with defined roles and responsibilities. Management Review Meetings are held for these management systems. To bring synergy, these management systems are grouped and certified as an Integrated Management System (IMS). The IMS at the company also included ISO 50001 and ISO 14001, which culminates into various risks and aspects of the energy and environment management system.

Climate Change Risk Management Framework

At ATL, climate-related risks and opportunities are identified and assessed under two processes: a) Health, Safety, and Environment Management System b) Enterprise Risk Management.

ATL has an established Risk Management framework based on COSO (The Committee of Sponsoring Organisations of the Treadway Commission) to manage risks while achieving strategic and operational objectives. The Risk Management framework guided by the Chief Risk Officer is implemented across the company, which also enables all employees and business associates to raise any risk they identify to the next level. In addition, ATL has integrated climate change risks, including physical and transition risks, as part of the organisation's enterprise-level risk management framework.

Risk Assessment and Scenario Analysis

The organization has adopted a climate scenario-based analysis technique to identify and assess the climate change-related risks inherent in ATL's operations. ATL has employed IPCC's RCP 4.5 (medium emission) and RCP 6.0 (high emission) pathways (equivalent to 1.7-3.2°C) to assess its operating site risks and impacts. The climate change issues, including projected change in monthly maximum temperature, monthly rainfall, severe drought likelihood, and land projected to be below annual sea level were studied in this scenario analysis. The climate projections were carried out for the medium-term, i.e., for a period covering 2020-2039.

ATL has made efforts to identify the physical and transition risks of climate change and assess them based on the available information and knowledge. Based on the assessment, the adaptation and mitigation measures were identified, and a plan was prepared to address the availability of raw materials, regulations related to the use of renewable energy, and the implementation of energy efficiency measures.



Risk Management Approach to Climate-Related Risk and Opportunities

Risk	Drivers	Opportunities and actions
Physical Risks	Acute	<ul style="list-style-type: none">Building Resilient Infrastructure The organization has adopted a climate scenario-based analysis technique using IPCC's RCP 4.5 (medium emission) and RCP 6.0 (high emission) pathways (equivalent to 1.7-3.2°C) to assess its operating sites' climate change-related projected risks and impacts The climate projections were carried out for the medium-term, i.e., for a period covering 2020-2039. The engineering incorporates various design parameters according to the requirements of the area under consideration. IS 875 Part 3 2015 is one such standard relating to wind loads. It has four factors -- K1, K2, K3 and K4, which take care of risk, terrain, topography & important factors for cyclones, respectively. IS 802-part 1 sec 1 2015 defines parameters based on reliability levels like 50 years, 150 years, and 500 years return period which takes care of future aspects of wind loading also. IS 1893 (Part 1): 2002 takes care of earthquake resistance for buildings by defining important factors according to the geography defined in the earthquake zone map. The zone factor is defined based on the Maximum Considered Earthquake (MCE) and service life of the structure in a zone. Further, beyond the requirements of standards, depending on the soil parameters that are investigated at the site, the type of foundation, like open foundation or pile foundation, is decided to ensure higher reliability. Also, various soil improvement techniques are used such as the deployment of stone columns in case of liquefiable soil zones, etc. The HFL of sites are checked and raised chimneys are provided at various locations so that flooding protection can be achieved. All-new infrastructure coming up in the company is being designed not only as per applicable standards but also considering the climate change impact in the mid and long term. One the example is initiation of the Climate Change Risk Assessment (CCRA) study through an external expert agency for Kharghar-Vikhroli Transmission Limited (KVTL), which is constructing the 400 kV line between Kharghar and Vikhroli area in Mumbai. The results of the study shall be used in design accepts for these transmission lines because a climate risk was identified by the company, particularly for this transmission line being situated in Mumbai and crossing the creek environment contacting seawater.
		<ul style="list-style-type: none">Emergency Restoration System (ERS) ATL's operational resilience rests on its ability to recover after an extreme weather event rapidly. Rapid recovery following a transmission or distribution network collapse requires inspection, replacement, or repair of damaged system components. Currently, ATL has two ERS sets in the central part, and one ERS set in the western part of the country.

Risk	Drivers	Opportunities and actions
Chronic	Chronic physical risks are those connected with the development of physical variables linked to more gradual but structural changes in climate conditions. ATL's business is exposed to the risk of impacts on the functioning of the assets linked to gradual climate changes	Chronic risk is directly mitigated by the ATL strategy, which is based on the growth of generation from renewable sources. Special attention is also devoted to assets in areas with a high level of chronic risk. ATL is developing new HVDC (High Voltage DC) transmission lines to evacuate electricity from upcoming Renewable Energy Generation Hubs in India and transmit this electricity to load centres and megacities, thereby "Connecting Renewable Pans to Consumption Areas" in India.
Transition Risks		
Policy and Legal	<ul style="list-style-type: none"> Pricing of GHG emissions such as imposing a carbon tax Enhanced GHG emissions limiting and reporting obligations Enhanced mandates on renewable energy share 	<ul style="list-style-type: none"> Reducing organisation's GHG emission intensity (Commitment to SBTi) ATL's emission intensity target is in line with India's Nationally Determined Contributions (NDCs) and performance disclosures in the public domain by 2021-22 Maximise RE integration Implementing energy efficiency initiatives
Technological	<ul style="list-style-type: none"> Shift to low carbon technologies Technological disruption where electricity consumption becomes independent of the grid 	<ul style="list-style-type: none"> Invest in making the transmission grids flexible so that they can integrate the power generated from the renewables Increase operational efficiencies by incorporation of HVDC lines

Risk	Drivers	Opportunities and actions
Market	Market risks are a result of changing consumer preferences and climate change. India's commitment to NDC's has fuelled the expectations of the stakeholders. This is supported by major policy changes and initiatives towards a low-carbon transition	<ul style="list-style-type: none"> Accessing emerging markets through renewable energy mix in the distribution business Supporting customers by facilitating rooftop solar installations Commissioning EV charging stations

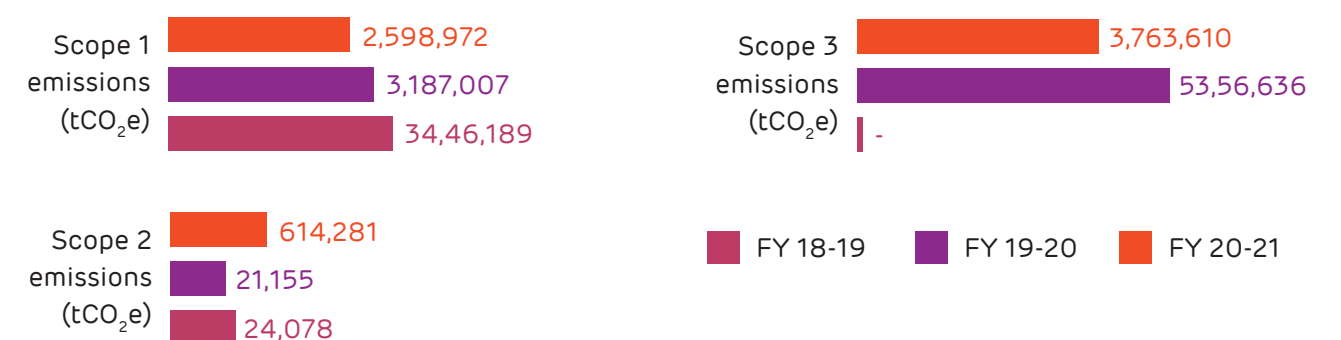
Disaster Management at ATL

AEML analysed the scenario and anticipated the risk of power cuts in low-lying areas close to the seashore due to heavy rains. Apart from that, the risk to outdoor pole-mounted power equipment due to high-speed winds was also identified. The unsafe conditions have been reported to various stakeholders (consumers, top management, civic authorities, etc.), and appropriate permissions have been taken to switch off the power supply in the particular area to avoid any possibility of an electrical accident. The information of the CSS (Cascading Style Sheets) whenever switched off and restored, has also been uploaded on the disaster management portal. It has been ensured that the safety of consumers is kept on top priority, and at the same time, wherever possible, the supply is restored in a timely manner to minimise the inconvenience to consumers.

Climate Performance

GHG emissions

(GRI 302-5, 305-1, 2, 3, 4, 5)



Scope 3 emissions accounted for only the following categories

- Emissions from employee commute
- Emissions from business travel
- Emissions from contractor vehicles for transporting material and running machinery
- Emissions from power purchased for the distribution business

ATL has set a target to reduce its greenhouse gas (GHG) emission intensity (on the basis of per ₹ revenue generation) by 40-45% to 25.19 tCO2e/ million ₹ revenue generated by 2023-24 against India's National Determined Contribution (NDC).

The reduction in GHG emissions is mainly due to the increase in renewable energy share and investment in energy efficiency initiatives in the current reporting period as discussed below.

Energy Efficiency Programs

During the year, ATL implemented various energy-saving initiatives, which helped the company generate cost savings while reducing the overall impact on the environment. The organization has identified several opportunities to further reduce its environmental footprint, which is planned to be taken up in a phased manner. During the year, the organisation made various structural changes in its equipment used and replaced parts to plug leakages and reduce inefficiencies. ATL reduced 45,718 MWh of energy consumption due to structural changes and another 77.1 MWh due to LED light replacement. This translated into an emission reduction of 37,552 tCO2e.

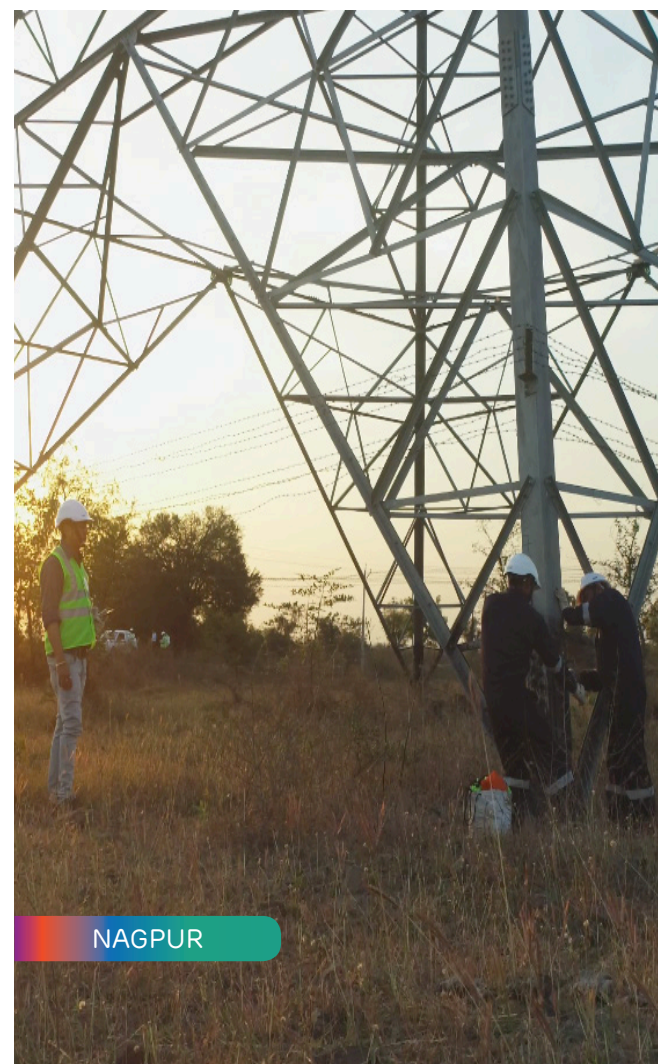
To create positive climate change impacts in the value chain of ATL's business, the organisation has announced a new scheme to provide energy-saving ceiling fans at a 25-30% subsidised cost for 50,000 residential customers in the Mumbai suburbs on a first come first serve basis.

ADTPS improved the heater performance by fixing the parting plate leakage. This helped in saving around 7.85 kcal/kWh generated and reducing carbon emissions by 13,575 tCO2e. ADTPS also replaced a Boiler Feed Pump (BFP) cartridge and

installed energy-efficient lighting, which reduced 3,653 tCO2e and 358 tCO2e, respectively.

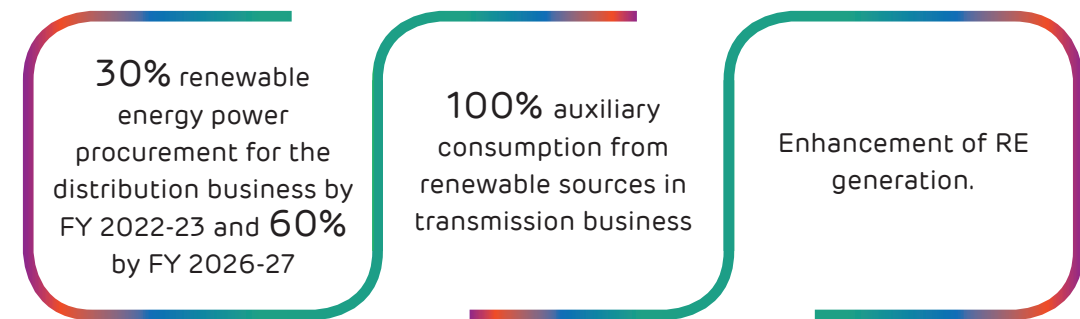
Carbon Sequestration

To further reduce its impact on climate change, ATL has adopted plantation activities for the past many years in and around its operations to effectively influence carbon sequestration. In the current reporting period, ATL planted nearly 54,174 trees in and around its operating sites. Over the past 20 years, ATL has planted nearly 24.47 million trees at its sites, covering 343.3 acres under plantation, including a fully-grown forest between 10-20 years of age, grass including 0.5-metre subsurface root-system and mangroves (around 10 to 20 years old) with total carbon sequestration of 657 tCO2e/year and total CO2 uptake of 2,413 tons/year.



Targets and Strategic Approach

In line with the Paris Agreement, the Government of India has set a target to have a power generating capacity of 450 GW by 2030 from renewables such as solar, wind, hydro, and biomass. To achieve the national target of the installed renewable capacity, ATL has set the following targets to increase the percentage of energy consumption from renewable energy.



A) RE Target

The target of achieving a 30% RE share by FY23 is based on the currently available transmission corridor in Mumbai regulatory (MERC) and grid operators (STU) considerations.

As the demand in Mumbai is expected to rise, the need for strengthening the transmission corridor in Mumbai is critical. Accordingly, two key projects are identified and being executed – 1,000 MW Aarey-Kudus HVDC and 400 kV Kharghar-Vikhroli Transmission. Both the projects would significantly augment power import capabilities (transmission corridor) for Mumbai. Further, the 1000 MW VSC-based Aarey-Kudus HVDC project would support RE (intermittent) power into the Mumbai grid. Based on the expected commissioning of the above projects, AEML has taken a target of 60% share of RE in its power mix by FY27.

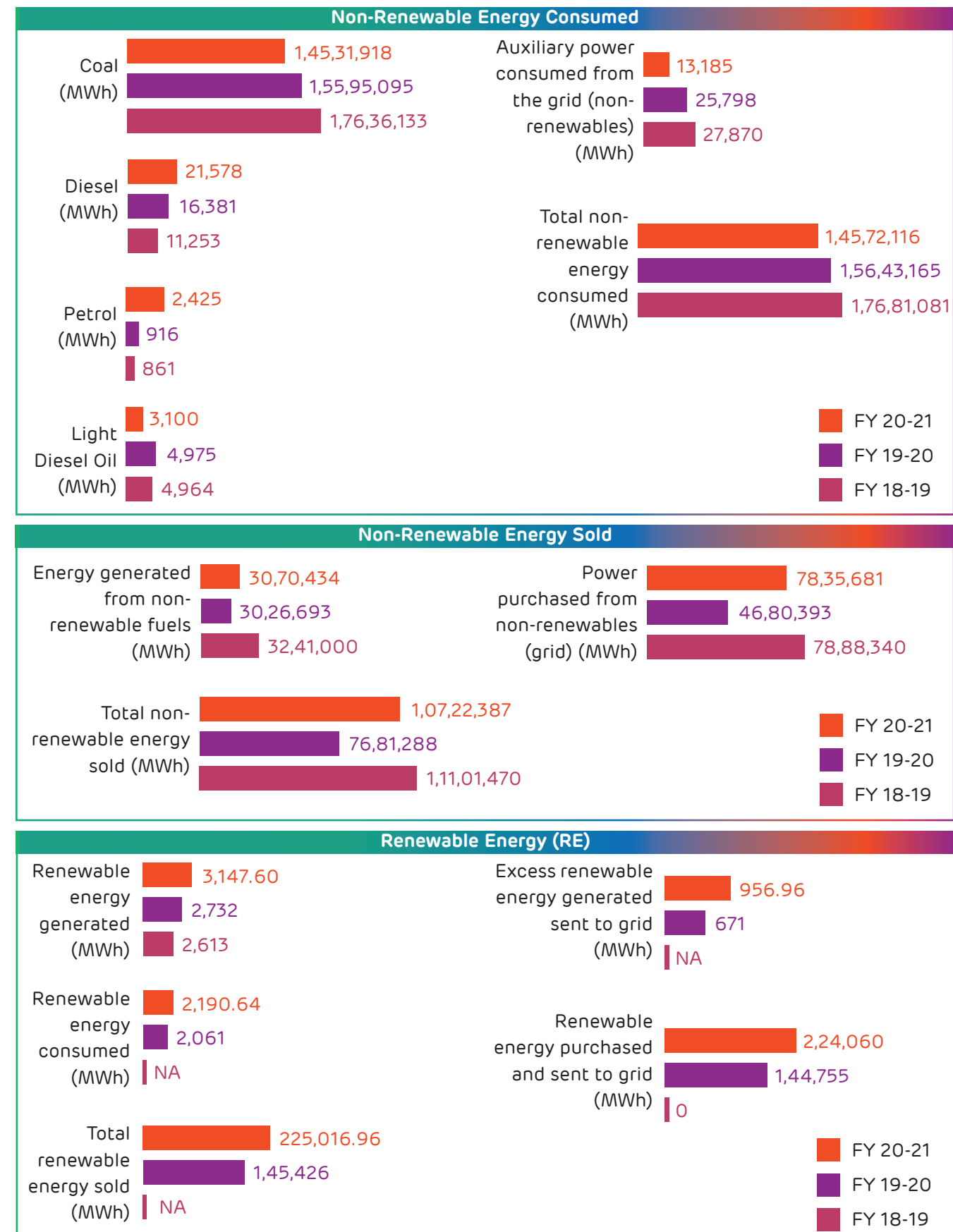
B) Zero Aux Power Consumption

ATL has undertaken a study and converged on proof of concept for microgrid concept for auxiliary consumption at one of our substations. The current station under evaluation has a total power consumption of around 300kW. The same is planned to be offset by using solar panel installation and usage of battery storage. The current installation of solar is 350kW. ATL plans to install battery storage of 100kW/ 300kWh to augment the supply drawl during peak hours. By using a microgrid controller, we shall be able to switch between the solar during daytime and the battery during peak hours. The wind is found to be not effective in the given geography.

Energy Performance (GRI 302-1, 302-2, 302-3, 302-4)

The energy consumed by ATL comes from both non-renewable and renewable sources. Some of the energy (power) consumed is generated from the coal-based thermal power plant, ADTPS (generation capacity ~ 500 MW) located at Dahanu, Palghar in Maharashtra, while ATL procures some energy from the grid for distribution purposes. For the reporting period, the thermal efficiency of the thermal power plant was 38%.

Source of energy consumption



Energy used and exported:

During FY 2020-21, ATL consumed 52,381,922.9 GJ of direct energy and 85,581 GJ of auxiliary power across substations and repeater stations, which accounted for 52,439,217 GJ of energy used within the organisation. In addition, ATL purchased a total of 29,015,068 GJ of power for distribution purposes, and 22,129 GJ of energy was used by contractors and supply chain partners, which altogether accounted for the total of 29,037,197 GJ of energy used outside the organisation. The total non-renewable and renewable energy exported to the grid accounted for 39,410,654 GJ.

Particulars	Total (GJ)
Energy used within the organization	52,467,503.9
Energy used outside the organization	29,037,197
Total energy exported to the grid	39,410,654

Energy Intensity

Intending to reduce the energy consumption year-on-year, ATL discloses the energy intensity (Gigajoules/Revenue in million rupees) parameter, which is a ratio of the total energy consumed to that of the revenue generated for the particular year. In the reporting period, the Energy Intensity has reduced to 0.81 (GJ/million rupees) as compared to that of 1.31 (GJ/million rupees) in FY 18-19. This is almost a 38.16% reduction as compared to the baseline year of FY 18-19. The following graph shows the decreasing trend for energy intensity.

In the reporting period, the Energy Intensity (Gigajoules/Revenue in million rupees) has reduced by 38.16% as compared to the baseline year of FY 18-19 and the GHG Emissions Intensity (tCO₂e /Revenue in million rupees) for Scope 1, and 2 has reduced by 44% as compared to the baseline year of FY 18-19.

Participation in the World Resources Institute (WRI) Carbon Market Simulation

To support evidence-based design and implementation of a potential carbon market in India, WRI India is working with Indian businesses to simulate a carbon market. This simulation can help businesses to identify cost-effective opportunities for emission reduction.

As part of this voluntary participation to understand the emission reduction target, ATL joined this initiative in May 2020. As part of the journey, FY 2019-20 GHG emission calculations (developed as part of the Annual Integrated Report development) and estimated emissions till December 2020 were shared. Based on the base year emissions, science-based targets (SBT) were developed jointly with WRI India.

Based on the cost of carbon for different energy-saving initiatives, an anticipated 'Ask' price is required to be quoted. The bids were known only to the individual participating companies. ATL proposed to sell about half of their allowances above the target for Jan-Sept 2020. At 800/tCO₂e market-clearing prices, ATL sold the following carbon allowances and made a notional revenue.

Business	Total available extra credit (tCO ₂ e)	Allowances sold (tCO ₂ e)	Notional revenue (₹)
ATL	1,02,972	20,000	1.6 Crore

The market-clearing prices indicate that the average declared Internal Carbon Price of average US\$12 can be used to calculate the viability of energy efficiency (and hence emission reduction) initiatives. This additional avoided notional carbon tax can make a few more energy efficiency projects pass the internal hurdle rates and accelerate low carbon investments.

Another important finding from the program was that ATL performed better (during the monitoring period Jan-Sept 2020) than the emission reduction target calculated as per the science-based targets initiative (SBTi). This can also be used as a confidence booster to develop and adopt the emission reduction target for the already committed SBTi.

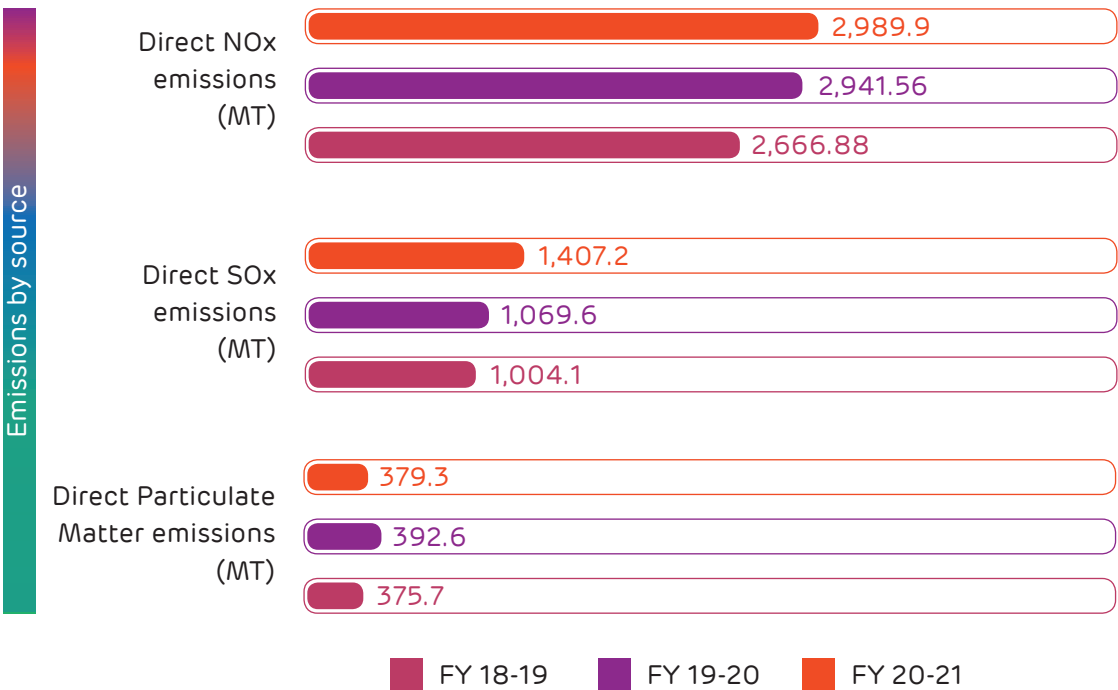
Other Atmospheric Emissions
(GRI 305-7)

The Adani Dahanu Thermal Power Station (ADTPS) is the only source of direct environmental impact. Some state-of-the-art technologies have been installed to ensure that the air and water pollution are well within limits as per compliance requirements. As a forward-looking corporate entity, ATL strives to go much beyond meeting compliance requirements. ADTPS was awarded a 5-star rating by the Maharashtra Pollution Control Board (MPCB) for low levels of PM10 emissions in the current reporting period.

At ADTPS, the various measures taken to control pollution are as follows:

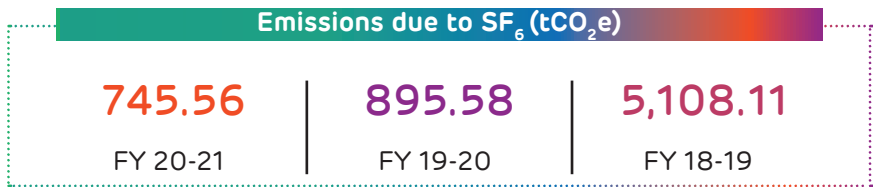
- The Over Fire Dampers have been installed to keep the NOx emissions within the limit since inception, and a stack of 275.38 meters height is provided to ensure thin dispersion of the flue gas over a large area.
- A Flue Gas Desulphurization (FGD) unit, having an efficiency of more than 90%, has been commissioned and operating since October 2007 to control the Sulphur Dioxide (SO2) emissions. The FGD unit ensures that the SO2 emissions are well within regulatory limits.
- The Electrostatic Precipitators (ESP), having four passes with six fields and having an efficiency of 99.91% to collect fly ash, have been installed to control Particulate Matters (PM) generated from the coal burning.

Atmospheric Emissions due to other sources



Emissions due to SF₆
(GRI 305-6)

ATL intends to replace SF6 out for electrical insulation with environment-friendly solutions, as it has a high Global Warming Potential (GWP). The company has put in place a strict protocol for the use of SF6 in circuit breakers and refrigerants like R-22/R-32/R-410 in air-conditioners. For all installed electrical equipment, the company conducts a preliminary screening to capture SF6 emissions and detect if there are any leakages with the help of an SF6 leakage detection kit. The refrigerant usage is monitored using a simplified Material Balance Method, and scheduled maintenance is done to reduce the number of refills. The operational parameters are constantly monitored to keep a check on deviations and addressed immediately when needed. The following table represents the emissions due to SF6 in the last three years.



Water Consumption and Management
(GRI 303-1, 2, 3, 4, 5)

Strategic Approach

According to the Central Water Commission (CWC), in the business-as-usual scenario, the power sector is expected to account for nearly 9% of the national water consumption by 2050. According to the United Nations Development Programme (UNDP), water scarcity affects more than 40% of people, an alarming figure that is projected to rise as temperatures do. As per the UNSDG 6: Clean Water and Sanitation, to ensure water supply meets the demand in the future, it is imperative to consume water resources responsibly and efficiently.

In view of this, ATL has also set a target to become "Water Neutral" and replenish more than 100% of the water used by increasing the percentage of water recycled and reused in its operations and enhancing rainwater harvesting capacity. ATL's Board of Directors understands the importance of water-related issues and their significance to its business and its stakeholders.

ATL's Board committees, including the Corporate Social Responsibility, Sustainability Committee, and the Audit and Risk Management Committee, are informed about identifying water risks. To bring synergy, management systems are grouped and certified as an Integrated Management System (IMS). The IMS at the Company included ISO 14001, which culminates into various water-related risks.

Water Risk Assessment

ATL focuses on responsible consumption through optimal utilisation and conservation of water at the thermal power generation unit, ADTPS, as it accounts for water-intensive business operations. However, except for the thermal power station, all the other business operations associated with the functioning of the substations are not water-intensive, as they require water for only domestic use. At ATL, self-evaluation is conducted to assess whether the operating locations come under water-stressed areas using various tools, such as WBCSD Global Tool, etc., to ensure robust water management, conscious water consumption, and water risk mitigation process.

Water management is fully integrated into ATL's risk identification, assessment, and management processes, which enables it to assess and prioritise all risks, including water. ATL has a dedicated Environment, Health, and Safety (EHS) corporate policy that also emphasises conserving natural resources such as water and has a well-established Environmental Management System. Water management systems and procedures are well covered under the Environmental Management Plan, which helps in systematic monitoring, controlling, checking, adopting corrective actions, and tackling water-related risks. ATL has a comprehensive database monitoring system at its facilities to collect data regarding water availability, including withdrawals and discharges. The company also ensures systematic tracking and monitoring of water availability using the WRI Aqueduct tool.

Water stress analysis is constantly conducted to ensure the water management approach is heading in the right direction, and a drought risk analysis is conducted to estimate the future changes in water availability. Based on a water source sustainability study for the power generation plant, ATL had assessed water-related impacts in the downstream process. The event-driven risks, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, etc., are all covered under

appropriate insurance policies. The scenario analysis allows the identification of operations in water-stressed areas and anticipates any potential water-related conflict and the group of stakeholders that might be involved. In collaboration with the local water management authorities, State Groundwater Board, and Industrial Board, some activities are carried out to adopt a shared water resources management strategy that also considers the needs of the local communities.

ATL's legal department frequently assesses the implications of current and upcoming water regulatory frameworks to monitor international, national, regional, and local legal requirements that might become applicable to its operations. All the facilities carry out an analysis of compliance with environmental regulations. This ensures that ATL complies with all the existing regulations and brings to notice the upcoming environmental regulations (including water-related laws).

During the year under review, no major water-related incidents were reported.

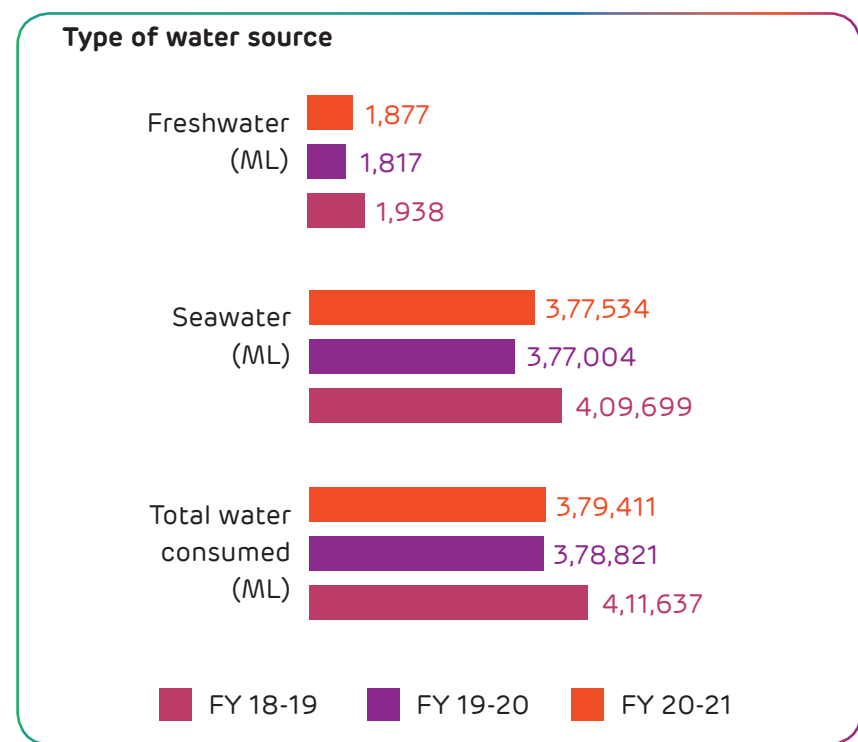
ADTPS has received certification for "Water Efficiency Management System ISO 46001:2019" from Bureau Veritas. The system specifies requirements and contains guidance for its use in establishing, implementing, and maintaining a water efficiency management system. It applies to organizations of all types and sizes that use water and wishes to:

- Achieve the efficient use of water through the 'reduce, replace or reuse' approach
- Establish, implement, and maintain water efficiency
- Continually improve water efficiency

Water Consumption

In view of ATL's operations' nature, the amount of fresh water consumed is minimal and the domestic operations account for a major share of the water used. Apart from ADTPS, none of the other operating sites of ATL is water-intensive. At the thermal power station, the water requirement is mainly managed by the utilisation of seawater. Therefore, none of ATL's operating locations is exposed to any inherent water-related risks.

For other purposes such as drinking, gardening, and firefighting, ATL consumes fresh water from different sources such as groundwater, municipal water, surface water, and water purchased from a third party. ATL's water consumption for the last three years are shown in the table below:



Parameter	FY 2020-21 (ML)
Ground water consumed	25.2
Municipal water consumed	86.86
Surface water consumed	1,740.44
Water purchased from third parties	24.17
Water discharged	4.75
Total water consumed	1,871.96

Water Recycled and Reused

The domestic effluent is being treated in ATL's in-house Sewage Treatment Plants (STP) and the treated water is utilised for horticulture purposes.

Water recycled (ML) / Water reused (ML)		
233.75	204.49	246.22
FY 20-21	FY 19-20	FY 18-19

Effluent Treatment and Discharge

The seawater consumed is treated as per the regulations and returned to the sea. Industrial effluents are only generated by Dahanu Thermal Power Station, which is treated in the in-house Effluent Treatment Plant (ETP) established and disposed of as per Central Pollution Control Board (CPCB) regulations.

Water Stewardship

To evaluate the feasibility of rainwater harvesting systems, a pilot project was set up at some of its critical regions of operation. ATL's sub-stations at Didwana, Mundra, Mahendragarh, and Alwar are located in water-stressed zones with average annual precipitation below 700 mm and groundwater being the only water source in the region. To supplement groundwater resources, ATL installed rainwater harvesting systems in these water-stressed regions. The installed system can harvest around 353 ML (million litres or megalitres) of water per year. In addition, ATL has also implemented rainwater harvesting systems of 128 ML capacity at two sub-stations located in Koradi and Akola, which can replenish the cumulative water consumption at 25 sub-stations.

In the reporting period, the total rainwater harvested by ATL and its subsidiaries accounted for 8.6 million litres. The total rainwater harvesting capacity adds up to around 481 ML, which can offset almost 27% of the total freshwater consumption of the organisation.

In addition, ATL is planning to submit a CDP response for water security in the next financial year.

Materials Consumption and Waste Management

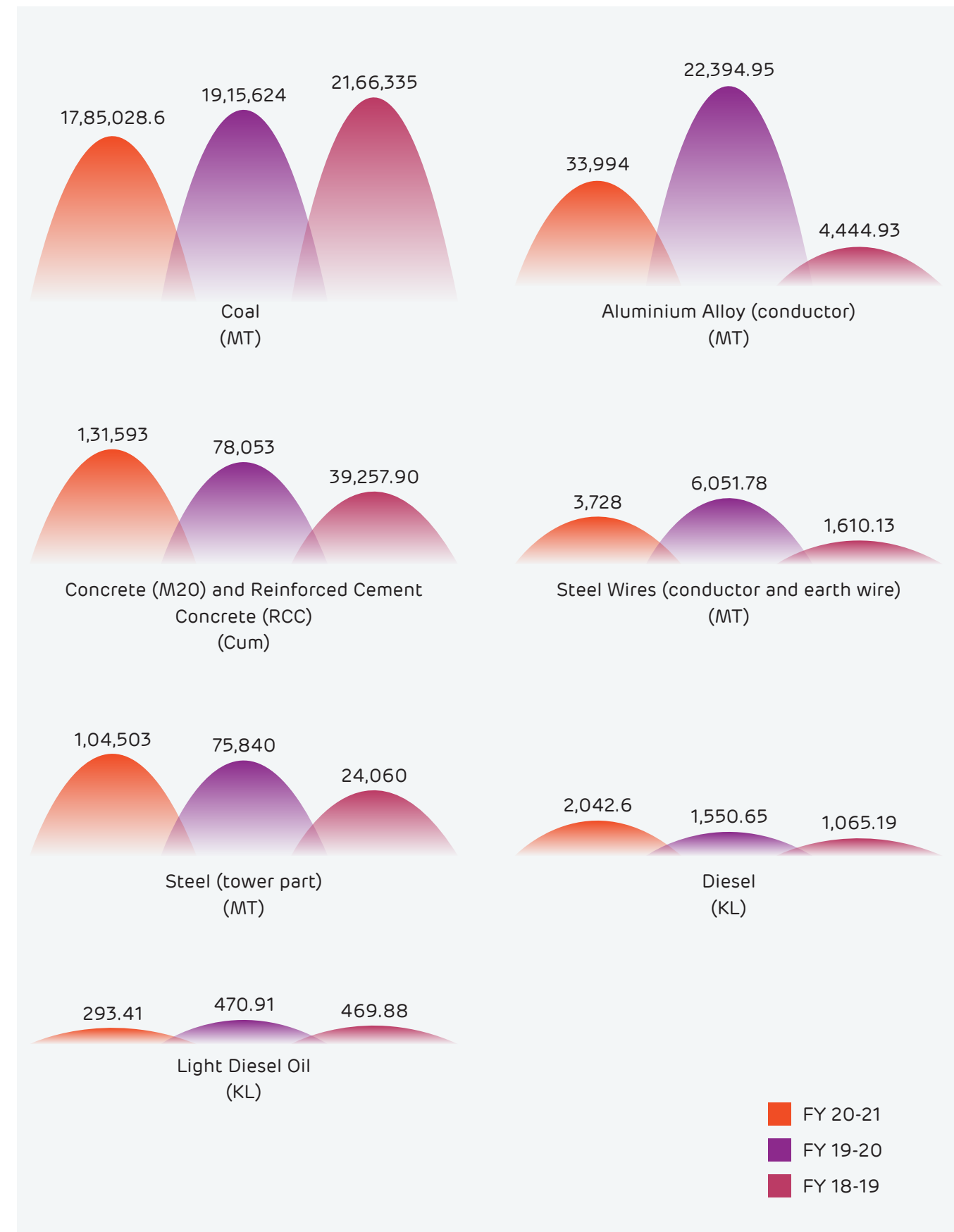
(GRI 301-1, 2, 3, 306-1, 2, 3, 4, 5)

Material Consumption

ATL takes significant steps in reducing the consumption of natural resources through innovation and thereby minimizing the impact on the environment. These include extending the lifecycle of plants and machinery through innovation and adopting a circularity model by recycling hazardous waste.

ATL's engineering department focuses on improved designs of transmission lines and towers by reducing the consumption of materials such as steel, aluminium, and insulators. In the reporting year, the company has not disclosed the data for the number of recycled materials used in the total consumption. Also, as the only product sold by ATL is electricity, there are no products and packaging materials reclaimed by the organization.

Key Material Consumption



Waste Management

Managing waste begins with planning, and the waste management plan emphasizes cost-effective techniques. These comprise collective activity involving collection, segregation, transportation, reprocessing, recycling and disposal of various types of wastes.

As per the regulations, hazardous wastes (non-recyclable) are to be sent to the SPCB-approved common treatment, storage and disposal facility (TSDF). ATL is making constant efforts to ensure that the material resources are consumed responsibly by the organisation, thus causing minimum impact on the environment. ATL is also focusing on incorporating circular business activities to recycle and reuse the waste generated during business operations. This would essentially convert responsibility into an opportunity for value creation. Intending to efficiently manage the waste generated, ATL has included a system in its Integrated Management System (IMS) to facilitate proper waste segregation at source and disposal as per the laws of the land. Thus, in alignment with the 'UNSDG 12: Responsible Consumption and Production', ATL has set the following targets:

1. To achieve **'Zero Waste to Landfill (ZWL)'** across all its sites by FY 2025.
2. To become a **"Single-Use Plastic (SUP) Free company"**.

Journey so far

In line with the ZWL target, the organization collects and utilizes 100% of the fly ash produced at its thermal power station. The 100% of electrical waste generated during the time of set-up gets recycled as per the industry's best practices. In the current reporting period, 91.33% of waste generated from the ATL's operations was diverted away from the landfill, while 99.87% of the waste generated only from the ADTPS's operations was diverted away from the landfill, and it has been validated and certified by Bureau

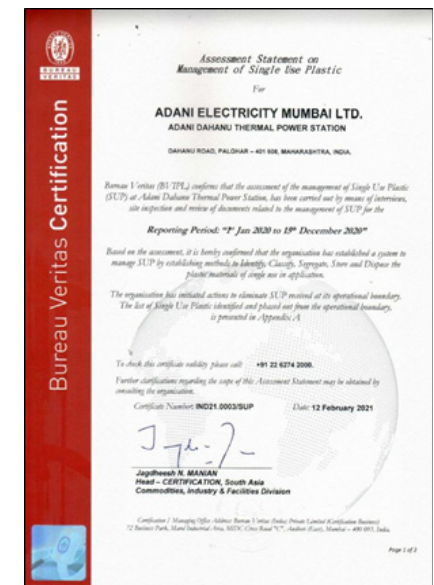
Veritas India. To achieve 100% conformance with the ZWL target, ATL has conducted an internal gap assessment to identify the additional measures that need to be implemented.



Single-Use Plastics (SUP), often referred to as disposable plastics, are commonly used for plastic packaging and include items intended to be used only once before they are thrown away or recycled. In line with the target to become a SUP-free company, three of the operating locations are validated and certified as SUP-free by the Confederation of Indian Industry (CII) during the reporting period. In addition, ADTPS has been certified as SUP-free by Bureau Veritas India. ATL endeavours to make the remaining operating site SUP-free by FY 2022-23.

The following actions were taken by ATL to replace the use of single-use plastic (SUP):

SUP item in use	Action Taken
Plastic cutlery	Replaced by Dinner set
Plastic plates	Replaced by Eco-friendly disposable plates
Plastic dustbin bag	Replaced by Biodegradable garbage bag
Carry bags	Replaced by Multi-purpose cloth bag
Packaged drinking water	Replaced by 20 L Insulated water jug
Food parcel from APL & outside	Replaced by Steel tiffin
Plastic shoe cover	Replaced by Biodegradable shoe cover
Lamination (office premises)	Eliminated Lamination plastic



The Integrated Management System (IMS) adopted by ATL has set objectives and targets for reducing waste generation and reusing generated waste. The waste disposal practices comply with the statutory guidelines. ATL ensures 100% fly ash utilisation from the thermal power plant.

The domestic, canteen and gardening waste is composted and used as fertiliser for horticulture at the Dahanu thermal generation site as part of the 5S discipline (Sort, Set in Order, Shine, Standardise, Sustain) across all substations. As part of the 3R approach of the waste management system, the company has engaged with suppliers to use steel (instead of wooden) drums for conductor rolling and supply oil by tankers instead of oil drums. All the ATL sites comply with applicable health, safety, and environmental requirements to ensure that waste materials are sent for disposal in the most environment-friendly manner.

Waste generation and disposal

	ATL Business (2020-21)		Type	Disposal method
	Generated (MT)	Disposed (MT)		
Hazardous material	195.12	193.56	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> <ul style="list-style-type: none">Oil drumsUsed transformer oilUsed/spent oilWaste/residueContaining oil MS barrelWaste resinUsed cotton wasteEmpty contaminated drums	Authorized recycler and re-processor
E-waste	200.27	159.12		Recycler
Non-hazardous material*		16,300.65	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div> <ul style="list-style-type: none">Insulator scrapWood scrapSteel scrap (tower materials)Aluminium scrap (conductors)GI scrapAluminium scrap (others)Scrap rubberScrap copperScrap corroded APH basketSaw dustMS scrapReinforcement steel	Sale and auction
Disposed battery	27.66 MT	15.75 MT		Authorized vendors
Plastic waste	25.48 MT	15.62 MT		Authorized dealer
Total		16,653.33		

*Generation data not recorded by few businesses

Ash generation and utilisation

	FY20-21	FY20-21	FY20-21
PLF	73%	76%	83%
Ash Generated (MT)	375,348	425,076	564,376
Ash Utilised (MT)	422,833	544,363	731,015
Ash Utilised %	112.65%	128.06%	129.53%

Note: Over 100% utilization indicated lifting of legacy ash from ash pond

ATL disposes of its waste through MoEFCC authorised TSDF vendors. ATL has also developed a procedure for environmental aspects and maintaining a waste tracking register.

Conservation of Natural Capital

(GRI 304-1, 2, 3)

Being in the transmission and distribution business, ATL may have an impact on the ecology during the construction and operation of its assets. In alignment with 'UNSDG 14: Conserve and Sustainably Use Oceans, Seas and Marine Resources' and 'UNSDG 15: Life on Land', ATL understands its role and has drawn an appropriate action plan to address the issue of biodiversity.

ATL works to build partnerships and work constructively with stakeholders, assess its impacts on key biodiversity issues and make decisions after considering the biodiversity impacts. By adopting a dedicated biodiversity policy and becoming a signatory to the Insolvency and Bankruptcy Board of India (IBBI), ATL has strengthened its commitment to being a responsible corporate citizen in the field of biodiversity. As per the policy, ATL has set a target to become "Net Positive" in terms of biodiversity by FY 2024-25.

As ATL's projects and operations may affect local natural habitats and dependent communities, the company follows the principles of avoidance, minimisation, and mitigation in environment management and biodiversity. To protect and restore natural habitats, ATL collaborates with local community groups, academia, and environmental experts. ATL focuses on avoiding all ecologically sensitive zones, protected areas, and natural habitats when planning new transmission line routes.

ATL had formed an internal team of experts to assess the impact on biodiversity due to the operations of its 25 substations. This internal assessment indicated that there are no significant impacts on biodiversity in those areas. To further determine the level of biodiversity in the area near ATL's assets and to identify the potential impacts of ATL's operations, third-party experts are

currently working towards assessing and mapping biodiversity at the company's operating sites. The mapping and assessment of biodiversity at ATL's locations are expected to be completed by FY 2022.

In FY 20-21, ATL covered 4 of its substations (SS) under the following Phase 1 biodiversity initiatives:

1. Awareness creation on biodiversity and impact on site

2. Training for site heads

3. Integration of biodiversity in IMS (Integrated Management System)

4. Rainwater Harvesting

5. Plantation

In line with achieving the target to become "Net Positive" in terms of biodiversity, ATL's top priorities include:

- Only ~37% of the total network of ATL is overhead lines that pass through different terrains that are mainly agriculture fields with crops of lower heights and well-irrigated without dry vegetation. Lines that pass through the forest areas are laid down after due forest clearances as per regulations. Under the forest clearance process, it is made sure to lay down different line heights for different capacity of transmission lines to avoid fire and safety aspects.

• The overhead transmission lines have protection schemes in place, by which during any type of earth faults (which may sometimes occur due to touching of trees) the line auto trips and the power flow is cut-off instantaneously. Hence, there is negligible exposure to the risk of fire. In addition, the high voltage transmission lines have high enough ground clearances (which are standard as per voltage levels) to avoid such contacts.

• As a part of our Preventive Maintenance schedule, we regularly maintain the Right of Way (ROW) under the transmission lines by trimming critical trees and vegetation underneath.

The key activities that denote ATL's contribution towards protecting the land and preserving biodiversity are listed below:

- The 765 kV Fatehgarh-Bhadla transmission line in Rajasthan was passing through the Great Indian Bustard (GIB) Arc. The GIB has been declared a critically endangered category under the International Union for Conservation of Nature (IUCN) and the Wildlife Protection Act-1972. To comply with the laws and regulations, ATL has re-routed the line in consultation with forest authorities, which has led to an increase in route length by 50%.
- ATL has about 18,801 ckm of transmission lines under execution and operation. Following the basic principle of avoidance and minimisation, forest land usage is kept to a bare minimum, which is about 2.15% of the total land involved.
- As per the statutory requirement of the Ministry of Environment, Forest and Climate Change (MoEFCC), to compensate for the loss of diverted forest land for its ongoing and operational assets, ATL paid ₹31.38 Crores in FY21.
- ATL contributed towards compensatory afforestation over an area of 289.04 hectares for implementation by State Forest Department Compensatory Afforestation. This led to an increase in forest cover.

Efficient Land Use:

ATL applies the Right of Way (RoW) approach in the transmission and distribution business, to avoid land acquisition, thus minimising the societal impact. For setting up substations, ATL purchases land on a 'willing buyer, willing seller' basis by compensating the owners of the land. The conventional substations with Air Insulation Switchgear (AIS) require large space, for which the company has invested in compacted Gas Insulated Switchgears (GIS) substations wherever possible.

ATL's operations and supply chain are not land-intensive and hence do not have a significant impact on the forest. The new transmission lines assess the alternative options to have minimum

tree falling and where there is a need for the tree falling compensatory forestation fees are paid to the relevant regulatory body.

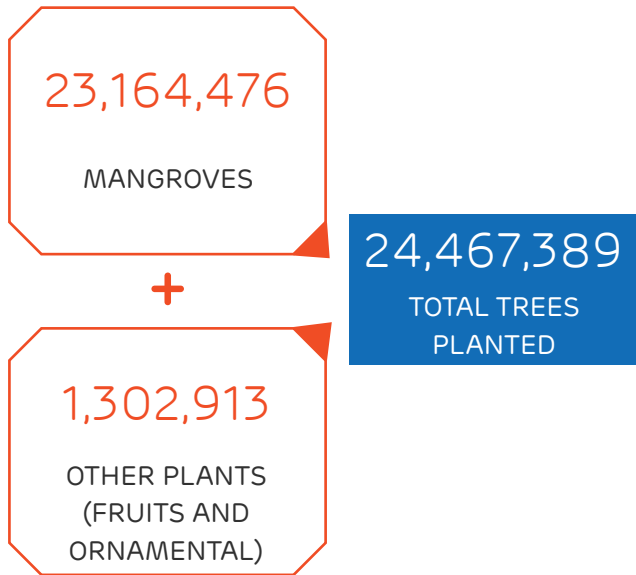
In protected areas, the forest area under a new transmission line is removed from providing ecological services. In the case of ATL's operations, forest land accounts for only 2.15% of the total land involved. In the new tower locations and border zones of line clearing, permanent nature impacts are seen.

Carbon Sequestration

ATL interacts with the environment in several ways and its business is intricately linked with the ecosystem around which it operates, including the forests, grasslands, and mangroves. To further reduce its impact on climate change, ATL has adopted plantation activities for the past many years in and around its operations to effectively influence carbon sequestration.

The company engages in enhancing green cover in non-electrical areas of substations and increasing green cover around transmission lines.

Plantation details



Corporate Citizenship and Enabling Social Transformation

Performance Overview

Focus Area	Strategic Approach	KPI	UNSDG Addressed
Corporate Citizenship and Enabling Social Transformation	Human capital development and Caring Human Rights in the business	• 1.81 Man-days of Total Training per person per year	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>5 GENDER EQUALITY</div></div>
		• 1.42 Man-days of Technical Training per person per year	
		• 0.39 Man-days of Behavioural Training per person per year	
		• 100% of employees trained in ethical and code of conduct	
		• 94.5% employee retention rate	
		• 4.50 % female employee in workforce	
		• 0.59 of Lost Time Incident Frequency Rate	
	Safety and well-being	• Zero fatality	<div><div>3 GOOD HEALTH AND WELL-BEING</div></div>
		• 15.48 Lost day rate for reportable injuries (numbers/million person-hours)	
		• Zero rate of Work-related injury for employees	
		• Zero rate of Work-related illness for employees	
		• Zero rate of Work-related illness for contract workers	
	Inclusive Growth including communities	• 100% of CSR spending of total mandate under Companies Act	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>4 QUALITY EDUCATION</div><div>6 CLEAN WATER AND SANITATION</div></div>
		• ₹25.26 Crore spent on Community Investment	
		• ₹ 6.65 Crore spent on R&D, Innovative practices and Technology	

Alignment to SDGs

Goal 1:

End poverty in all its forms everywhere

Indicators	ATL's Contribution/Approach
1.5.3 Number of countries that adopt and implement national disaster risk reduction strategies in line with the Sendai Framework for Disaster Risk Reduction 2015–2030	Under the Risk Management Framework, the climate-related risks are identified, and a strategy is prepared to tackle them to minimise the inconvenience of the poor people.

Goal 3:

Ensure healthy lives and promote well-being for all at all ages

Indicators	ATL's Contribution/Approach
3.8.1 Coverage of essential health services	100% of the workforce is covered under the health checks.
3.9.1 Mortality rate attributed to household and ambient air pollution	Various air pollution control measures are implemented to reduce atmospheric emissions.

Goal 4:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Indicators	ATL's Contribution/Approach
4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex	<p>AEML has established a tailoring training centre at Dahanu. For the skill upgradation of the employees, ATL conducts external programs such as NorthStar Executive MBA Program, Coursera Digital Learning, CII Carbon footprint certification course, Quality Circle training, EOT crane training, cost reduction, etc.</p> <p>Adani Foundation designs and implements transformative educational programs for all communities in its areas of presence and influence.</p> <p>Among the trained candidates, 1,063 candidates are employed with local garment manufacturing units in Dahanu, Boisar and Umbergaon, while others are self-employed.</p>
4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill	
4.a.1 Proportion of schools offering basic services, by type of service	AEML has provided support to the local schools in the form of books, uniforms, cement benches, etc.

Goal 5:

Achieve gender equality and empower all women and girls

Indicators	ATL's Contribution/Approach
5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	<p>ATL actively promotes women empowerment through its 'Saksham' and 'Meri Sangini Meri Margadarshika' programmes.</p> <p>ATL also promotes equal treatment and opportunities between men and women in its working environment,</p>

Goal 8:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Indicators	ATL's Contribution/Approach
8.6.1 Proportion of youth (aged 15–24 years) not in education, employment, or training	<p>AEML has been providing training facilities to uplift the skills of the youth and adults in the villages near Dahanu.</p> <p>ATL is Committed towards Health and Safety of workforce with Zero Harm and Zero-Leak objective by bringing Leadership commitment, Uniform deployment of safety standards and procedures, Capacity building, Systems and Processes</p> <p>ATL prioritises the safety of the employees and has reported zero fatalities in the reporting period.</p>
8.8.1 Fatal and non-fatal occupational injuries per 100,000 workers, by sex and migrant status	

Goal 9:

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Indicators	ATL's Contribution/Approach
9.4.1 CO2 emission per unit of value added	<p>ATL has taken an Emission intensity reduction target of 40% by FY 25 in line with India's Nationally Determined Contributions (NDCs)</p> <p>Several energy-efficiency measures were implemented which led to the reduction of greenhouse gas emissions. Please refer to the 'Climate Performance' section for energy efficiency measures</p> <p>ATL is encouraging people to shift towards technology by introducing a smart meter ecosystem. Please refer to the section "Nurturing Innovation and Digital Transformation" of this report for more details.</p>
9.c.1 Proportion of population covered by a mobile network, by technology	

Human Capital Development

(GRI 102-8, 401-1, 2, 3, 404-1, 2, 3, 405-1, 2, 402-1, 406-1, 407-1, 408-1, 409-1, 410-1, 411-1, 412-1, 2, 3)

ATL believes people are core to business operations' success and growth. As a business, ATL is committed to the constant growth of its people, professionally and personally. ATL has in place training around employee grooming, overall wellbeing and health and safety, to name a few. 100% of its employees receive regular performance and career development reviews.

Human Rights

At ATL, there is a Human Rights policy in place, which enforces Human Rights at all the sites and also for the suppliers, contract workers, customers and communities. This policy helps the organisation to uphold the human rights of the stakeholders and ensure that they do not affect the business and value chain.

ATL is an equal opportunity employer and we ensure there is no discrimination based on race, caste, religion, marital status, gender, sexual orientation, age, ethnic origin, nationality, or any other category protected by law. ATL ensures compliance and adherence to the applicable corporate International Labour Organisation's (ILO) Declaration on Fundamental Rights and Principles at Work, as well as the International Bill of Human Rights. ATL has training on Human Rights, that forms a part of the employee Code of Conduct. These trainings are a part of the new employee induction programs and there is refresher training as well. We also promote awareness of human rights among its value chain partners.

All the significant investment agreements such as service order for manpower supply and EPC contracts contain human rights clauses respecting human rights by appropriate measures to avoid child labour, forced labour, minimum wage and all the applicable regulations.

Additionally, ATL has incorporated the eight fundamental conventions of the ILO (International Labour Organisation) in the employee and supplier Code of Conduct, policies and vendor evaluation criteria. This ensures there is no significant risk related to the right to freedom of association and collective bargaining, child labour, and forced or compulsory labour in the areas of its operations and supply chain.

Further, to ensure strict adherence and respect for human rights in its operations, Human Rights issues are also addressed in the Corporate Sustainability Policy. The effective implementation of these policies is ensured by the CSR and Sustainability Committee of the Board. A notice period of one month is issued before any significant operational change and this is also notified under collective agreements.

The Dahanu Thermal Power Station and ATL (excluding AEML) are certified by the social accountability standard SA8000. All other entities of ATL are currently in the process of implementing systems and procedures according to the requirement of SA8000 certification.

Communication on Human Rights

ATL is highly committed to implementing the highest standards of human rights in its corporate practice. To achieve this, the organisation strictly adheres to human rights expectations by clearly communicating the same to all employees and contract workers. Human rights clauses are part of the employee code of conduct, as also employee offer letters, and are regularly communicated via company emails and notices.

All employees and staff of ATL are trained on the Human Rights Policy at the time of induction. Awareness sessions on human rights and associated laws and workshops that include awareness on reporting human rights violations are organised periodically by utilising the company's grievance redressal mechanism.

Behavioural training is conducted for the entire

workforce of ATL each year, including topics on practicing ethics, integrity, human rights, anti-corruption,

All the employees of ATL are trained on the rules and reporting process of the Prevention of Sexual Harassment (POSH) act at the workplace.

Human Rights Risk Assessment

As part of the Social Accountability Standard Certification being pursued by ATL, annual internal audits and continuous workplace monitoring activities are to be carried out to ensure strict adherence to policy, identify any violations, and take necessary actions.

In the Dahanu Thermal Power Station of ATL, in accordance with SA8000 certification, periodic Social Accountability Risk Assessment to identify and prioritise the area of actual or potential non-conformance to the standard needs to be carried out. The comprehensive list of human rights risks assessed include:

1. Engagement of child labour
2. Engagement of child labour by suppliers and sub-contractors
3. Engagement of forced labour
4. Non-compliance with EHS guideline
5. Corporal punishment, mental or physical coercion, or verbal abuse of personnel
6. Exceeding of working hours
7. Working without giving weekly off
8. Less wages paid
9. Overtime wages not paid in premium rate
10. Discrimination in workplace

Further, ATL has established a Grievance Redressal Mechanism which enables all the employees to report any violations in human rights. No human rights violations have been recorded in the current reporting period.

Child Rights

ATL has established a procedure to ensure no child labour and adolescent labour is employed in its operations as part of SA8000 requirements and corporate policies. During the time of employment, age proofs are checked thoroughly before onboarding. No violations of children's rights have been reported in the current reporting period.

Working Hours and Remuneration

ATL provides fair wages and compensation to all its employees as per the legal and industry standards covering the basic needs of workers and their families to maintain a reasonable standard of living. The minimum wage paid by ATL is above the legally mandated minimum wage and nearer to the living wage. The organisation strictly adheres to its remuneration policy and amends it as and when required. ATL also addresses the concerns, if any, through dialogue and collective bargaining.

ATL practices the industry standard working hours for all its employees and contract workers as per regulations. To ensure strict compliance with working hours, the organisation supports the use of ATL's attendance system which is in force for all employee categories.

Since ATL's business falls under the essential service category, it has received an exemption from the Director of Industrial Health and Safety for overtime hours in one of the working quarters of Adani Electricity Mumbai Limited.

Freedom of Association and Collective Bargaining (GRI 102-41)

ATL respects its employees' rights to Freedom of Association and Collective Bargaining as per the provisions of ILO. In the reporting period, 26.78% of ATL's employees are represented by a trade union or covered by collective bargaining agreements. The engagement activities provide sufficient avenues for our employees as well as the contract workforce to voice their opinions.

Diversity & Inclusivity

ATL's diverse workforce remains the strongest driving force behind its growth. The organisation nurtures diverse, dynamic, and dependable human resources by focusing on five major HR areas such as strengthening the talent pipeline, building digital capabilities, deepening the meritocracy culture, employee engagement, and moulding the organisation to be optimum with respect to the human asset by making it flat, and role-based as per the functional requirements.

ATL understands the criticality of digital awareness in developing its human assets and is therefore high on enabling its workforce to be digitally literate on critical skills for higher work efficiencies. The performance of all employees at ATL is not only screened for their functional competence but is highly weighed against the employee's behaviour-based competence as well, clearly indicating that apart from the intelligence quotient of employees to perform certain tasks/jobs, **ATL places high value on emotional quotient too during performance evaluation, this is especially significant, as ATL could sail smoothly through the first phase of the pandemic by making an emotional connect with its employees.** The brand also believes in encouraging employees for openness about their roles and exhibit flexibility for cross-functional tasks.

ATL is committed to creating a workplace ecosystem that promotes learning and innovation, delivering business value, and driving thought leadership. It has a comprehensive competency framework. The organisation is highly conscious about the workforce needs and is having a strong HR management framework based on the UNSDGs. The brand is also conscious of diversity and inclusion requirements as per the new age business concerns and reflects a conducive environment with respect to diversity and inclusion.

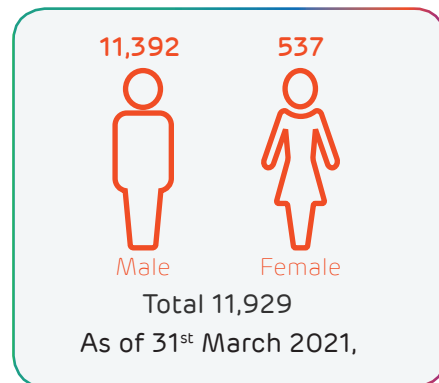
The representation of women is presently on a lower side considering the nature of the business, and ATL is considering a significant

improvement in the near term. The company is an equal opportunity employer and entertains no discrimination based on race, gender, ethnicity, etc. The recruitment and performance evaluation is solely on a merit basis.

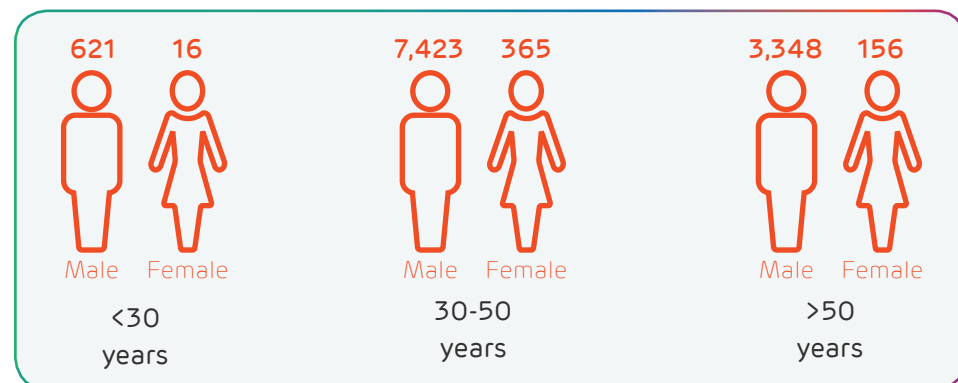
The organisation has a well-balanced leave, sabbatical leave abatement structure in place, to encourage its workforce to fulfil personal responsibilities and to unwind for a social or educational cause and get rejuvenated, thus **mental well-being is of prime importance at ATL alongside physical well-being.**

The talent attraction and retention at ATL works on a basic criterion of 'Right Person for the Right Job'. The succession planning is mapped in a way that internally the leaders are groomed to take up higher responsibilities and critical roles at the right time. Alternatively, a few positions are filled up carefully with competent people from the external domain. As an organisation ATL maintains lean management by an internal mechanism to groom future leaders.

Employees by Gender (Permanent + Contractual)

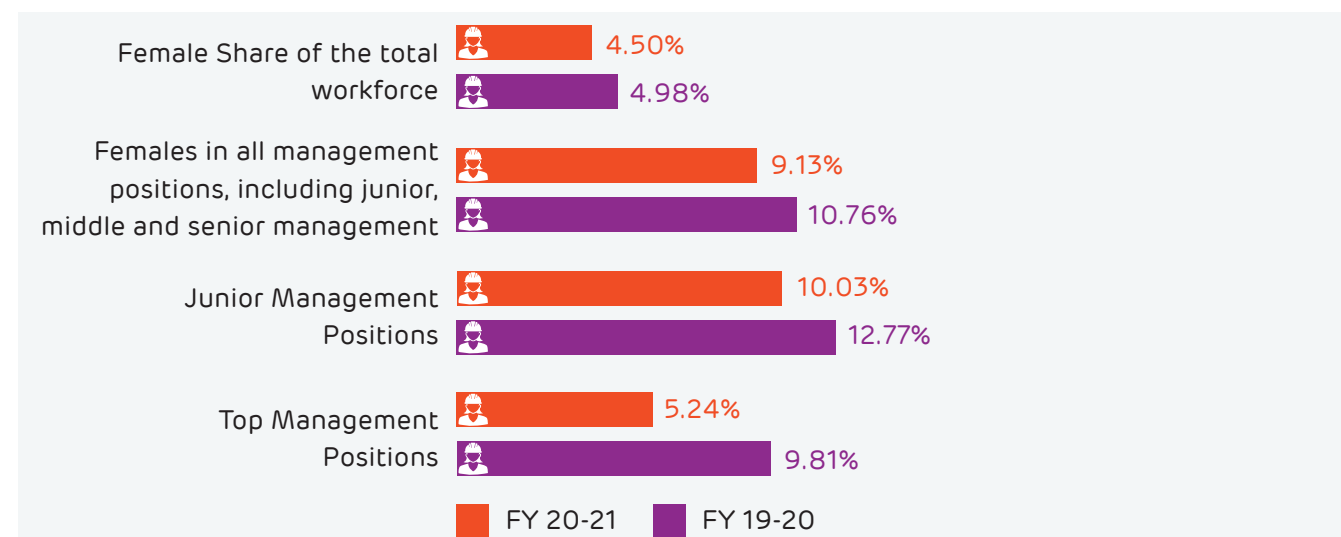


Employees by Age Group (by the end of FY 20-21)



ATL is committed to promoting diversity and inclusion among its workforce. It believes that a diverse workforce comprising individuals of various genders, religions, races, ethnicities and education provides a plethora of benefits at the workplace including new perspectives, innovation, better employee performance, and increased profits as well.

Percentage of Women in the workforce



Gender equality is nurtured at ATL by practicing Gender Pay Parity at all levels of employment within its workforce.

Employee Level	Pay Ratio
Executive level (Base salary only)	1
Management level (base salary only)	1
Management level (base salary + other cash incentives)	1
Non-management level	1

ATL strives to create an inclusive working environment that is disabled-friendly. All operations of ATL have wheelchair access, and toilets are designed keeping in mind the needs of the disabled and elderly. As of FY 2020-21, ATL employs 11 persons with disabilities in permanent roles.

Employee Engagement and Welfare (GRI 201-3)

The area of employee engagement is highly evolved at ATL, and the organisation has properly structured platforms for engaging its employees to achieve the best results.

ATL passionately believes that conducting an employee engagement survey is extremely crucial to understand the people part of its business. A well-designed survey can reflect the true sentiments of its human asset, which can help the organization resolve problem areas across its operations, finally improving the entire workforce productivity. ATL conducted an employee engagement survey based on the global standards of Q 12 suggested by Gallup, where over 87% of the employees participated. The score was more than 79%, which is the average engagement score for this survey. ATL's score was above 4 on a scale of 1 to 5, which surpassed 63 percentiles for a first-time company. With an engage-disengage ratio that is higher than the global benchmark, ATL has a favourably engaged workforce. As a result of the survey, ATL identified and organized two interventions - one at the organizational level

to address the bottom three parameters and the other at the manager level to focus on observed gaps.

The company also celebrates different festivals and offers lifestyle management programs such as a yoga facility to improve physical and mental wellbeing under the guidance of a trained yoga instructor. As a part of the employee connect program, ATL arranges cricket tournaments on a group level and encourages the eligible employees to express their sportsmanship skills and achieve a sense of pride by winning the game.

ATL passionately works towards employee engagement by providing all the essential support and ecosystem for the execution of relevant activities pertaining to the area, while keeping a close watch on the outcomes.

ATL has a platform to ensure that there is a communication channel available to employees, through which they can provide their ideas, suggestions and insight across strategy, operations, technology and organization. There is a reward scheme and recognition mechanism in place to acknowledge the contributions made by the employees and ATL further motivates them to participate in sharing their innovative ideas.

A few of the innovative ideas recognized recently are summarized below

- Hydraulic bridge for railway line crossing in transmission line
- Bitumen plastic road by using waste plastic
- Use of rock socketed piles in equipment foundation in rocky strata in substation
- FRP based cross arm

ATL has also started a concept called "INCUBATION LAB" where ideas/opportunities are identified and nurtured and converted to value-added projects. Based on the selected projects, POC (Proof of concept) is conducted. Based on the result of POC, projects are implemented.

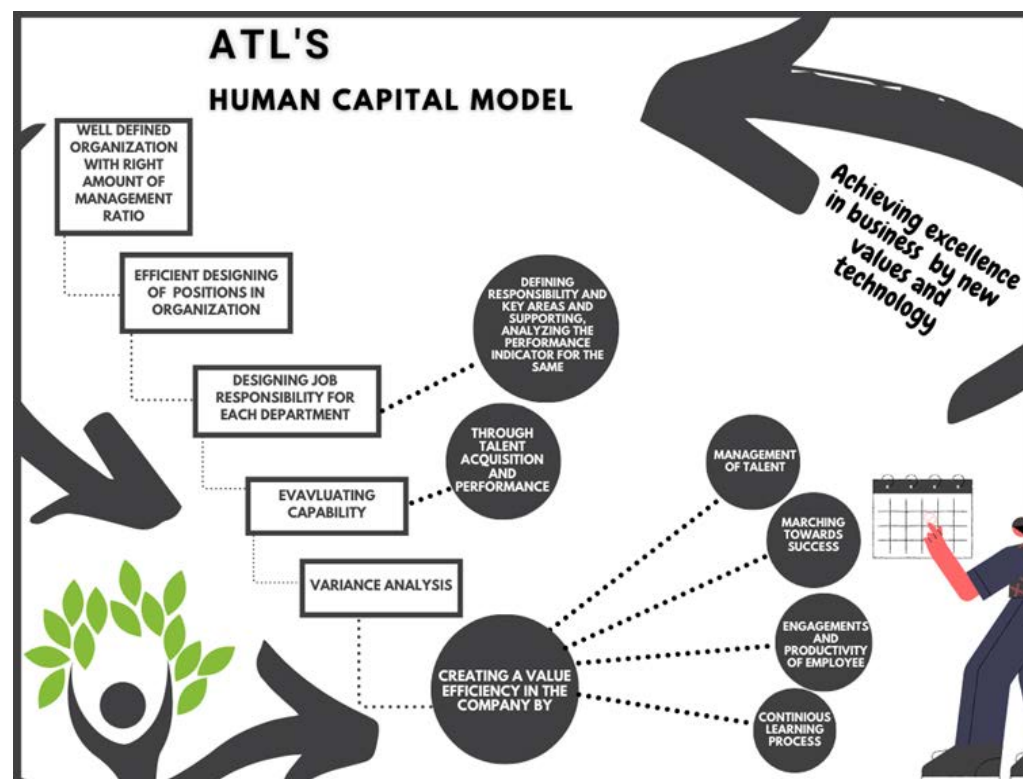
The ideas for these projects are generated by business teams, IT site heads, and the internal IT

HO team. Here, the business expectations are understood, scanned for available solutions/technologies, and the right solution is then selected. These projects use various technologies, like Video Analytics, Mobility, Data Visualization, Wearable technology, Robotics, AR/VR, to name a few. The learnings from the success and failure of projects add to the knowledge base of the organization.

There is a Multidisciplinary and cross-functional Strategic Action Planning (STRAP) Team, which develops Five Year Strategy. This plan is also put for critical review in workshop mode by a critic group of youngsters that works as a cross-functional team. After critical review, the plan is updated and presented to the board of directors.

STRAP of ATL is aligned with long-term planning for Generation, Transmission and Distribution (GTD) for country-level along with the Central Electricity Authority which is a nodal agency of the Government of India.

HR process model



Employee Welfare

The well-being of employees is closely monitored at ATL. The organization ensures work-life balance and growth opportunities are provided to all employees. ATL has been forthcoming in terms of the support offered to help its people to pursue their personal and professional goals. The company has devised several flexible solutions that help employees work at ease. Some of these include smart working and remote working solutions, whenever possible. ATL also conducts training and workshops by psychiatrists to manage stress and anger.

Benefits provided to employees

Benefits	On roll	Contractual
Parental leave	Yes	No
Mediclaim	Yes	Workman Compensatory policy in place
Insurance	Yes	Employees 'State Insurance (ESI)
Transportation	Yes	Through Agency (Within specified perimeter through service provider)
Housing Loan	Yes	No
Personal Loan	Yes	No

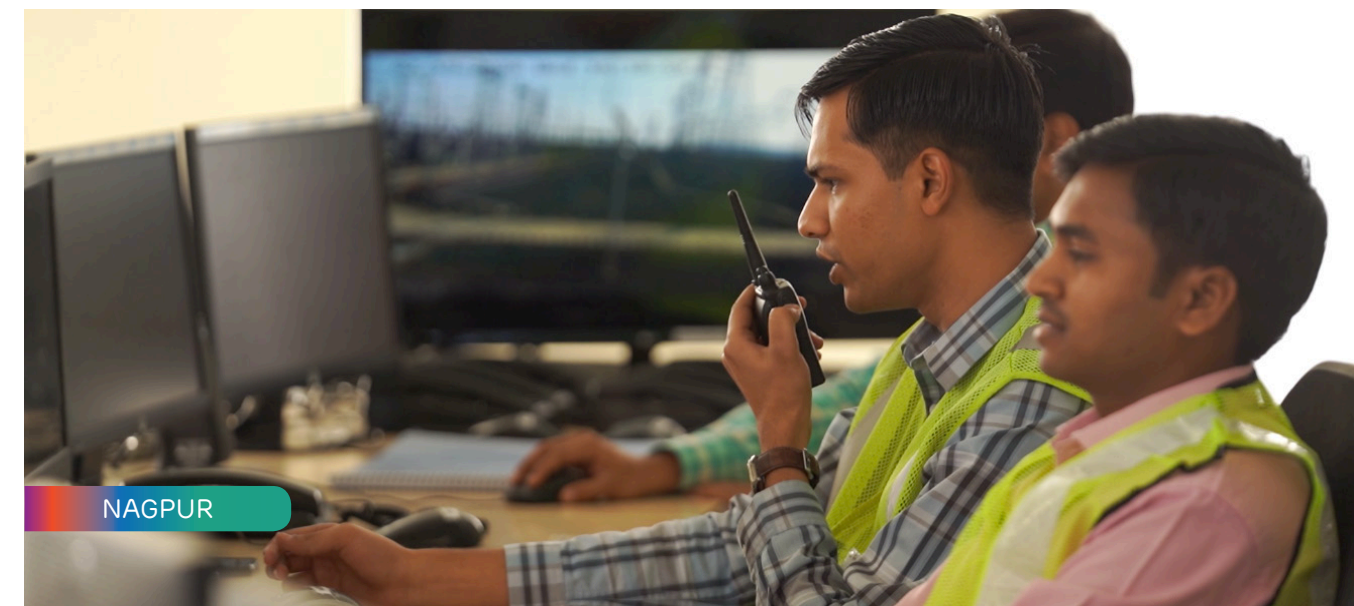
Acquisition and Retention

ATL leadership ensures that its human assets do not look up to the responsibility as a task or service but approach it in an efficient, effective, and balancing manner to become sustainable year on year. In the design, execution, and operation, all the assets including the human asset must become sustainable for generations on the principles of circularity.

The group has raised the bar for recruits' quality by evolving the induction mechanism and on-boarding process for its recruits.

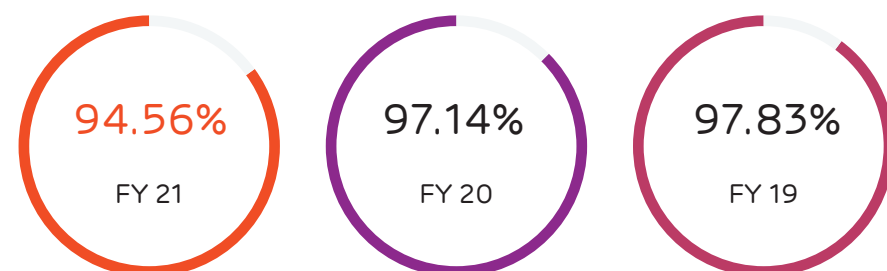
When new hires are inducted into the ATL family, they are trained to keep in view the company's vision and strategy. The induction program is designed to ensure the overall growth and honing of talent. The new hires are made aware of the HR Systems & Policies, Prevention of Sexual Harassment at Work (POSH), Environment, Health & Safety (EHS), Information Security Management Systems (ISMS), etc.

The group emphasises behavioural and technical training, ensuring that post-training efficacy improves project site management performance. Especially in the pandemic scenario, behaviour-based training and emotional quotient are of utmost importance alongside intelligence quotient, ATL understands this and hence talent retention considers BBS a prime platform. The brand also places a lot of emphasis on openness to change, strengthening responsiveness and flexibility when it comes to cross-functional tasks.





Retention Rate (%)



At Adani Transmission Limited, the organisation is always striving to attract talent that can work in a dynamic and challenging environment. Therefore, the company believes that its people – both existing employees and new hires are central to the organisation's plans. It is these people that provide the organisation with the ability to deliver strong results for its stakeholders.

ATL has a Human Resources Risk Management Plan, and a set of policies and programmes to identify and retain qualified employees. ATL identifies talent through Adani Talent Management Framework. ATL is aiming to retain high-performing team members through:

- Employees Spot Recognition Scheme:** Promotes a sense of belonging and motivation among the people by recognising and rewarding exemplary behaviour/contribution instantly with a silver coin to celebrate the demonstration of positive behaviours
- long service awards:** Recognizes the contributions of colleagues who have completed 10 years, 15 years, 20 years and 25 years of service with the organization.
- Saraswati Samman:** This is an initiative where ATL recognizes the employees' children for their superior academic and sports performance in the form of Scholarships. Along with the grand award ceremony, the children are also provided a platform to showcase their talent.
- Exposure to new technology:** Newer growth areas to satiate the desire to learn and grow.

Learning & Development

The evolving global landscape requires the people to stay relevant and motivated to deliver quality services. Recognizing this fact, several programs are designed for all ATL employees at different levels of the organisation. There is an Individual Development Plan (IDP) that helps employees develop their behavioural and technical skills. Training needs are identified based on the Adani Behavioural Competency Framework, which comprises three main competencies and eight sub-competencies. Several technical and

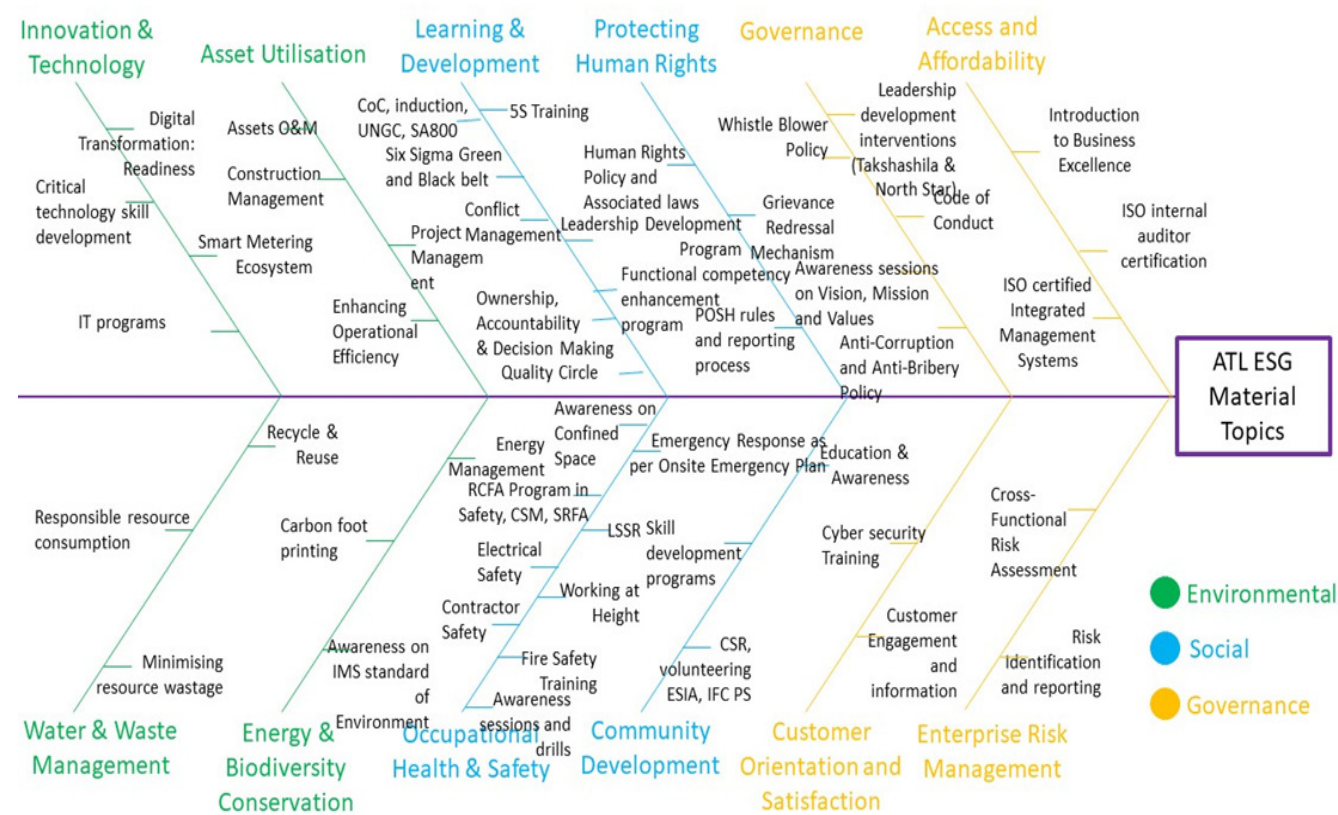
behavioural programs are designed for all the executives.

During FY 2020-21, the organizational focus has been on aligning the training with material ESG topics. In the reporting period, the organization also provided opportunities for all employees to select five programmes that could be completed through the e-learning platform.

ATL has a wider range of programs and interventions on behavioural competency building, functional competency building, leadership, and upcoming trends and organization needs. The Company has world-class consultants like Emeritus University, ISB-HYD, AIIM, HCMHRD to deliver content for year-long interventions. The company has global content providers like Skillsoft and Harvard to deliver online content. Sector-specific institutes like NPTI are also partnering in delivering sector-specific content. The company also engages a wide range of external consultations to facilitate various training programs. The Company has a separate wing under 'APTRI' Adani Power Training e- Research Institute with qualified internal faculties to deliver cutting edge content pertaining to the power sector.

Oracle Fusion HRMS has been implemented at ATL. As a part of its implementation, various features of people management are being delivered to managers, empowering them to make informed people decisions and manage their teams' performance through real-time information, the key feature of the system includes: Goal Planning, Performance Review, Career Development, Workforce Compensation and Talent Acquisition.

ATL is committed to create a workplace ecosystem that promotes learning and innovation, delivering business value and driving thought leadership. The organization is conscious of the workforce's need for diversity, in accordance with the Sustainable Development Goals (SDGs).



Training Details

Average Behavioural and Technical Training Hours per employee									
Particular	FY 2020-21			FY 2019-20			FY 2018-19		
	M	F	Total	M	F	Total	M	F	Total
Senior Management	37.67	20.44	36.90	23.10	46.61	24.01	29.66	9.33	29.25
Middle Management	24.22	23.96	24.19	18.48	16.00	18.22	33.14	14.93	31.53
Junior Management	28.47	16.77	27.16	35.79	10.24	33.85	33.76	13.80	32.67
Supervisory Management (Non Executives)	26.59	16.52	25.70	18.41	12.74	18.06	25.64	14.93	25.14
Trainees	403.09	80.00	400.56	1084.44	728.00	1019.64	623.04	307.84	465.44
Contractual Workers (FTA/ Consultant/ Advisory/ Services)	1.41	1.53	1.42	4.71	3.17	4.62	10.67	NA	10.67
Average Behavioral and Technical Training Hours per Employee	26.38	16.06	25.52	21.82	22.78	21.89	35.24	52.86	36.38

ATL has conducted a total of 11,528 training programs across functions and hierarchy, covering 100% of the workforce, in the current reporting period.

In addition to in-house training, ATL ensured employee development through external training and education. In the reporting period, ATL spent ₹ 13.5 lakh to upgrade employee skills through external programs such as NorthStar Executive MBA Program, Coursera Digital Learning, CII Carbon footprint certification course, Quality Circle training, EOT crane training, cost reduction, etc. As a part of SA8000, in-house training was conducted for all employees, covering various aspects of human rights.

Key Development Programmes conducted in FY 2020-21

Six sigma green belt and black belt certification program

Long duration data science programs
Northstar Executive MBA programme

Northstar Executive MBA programme

CII certification to one employee on carbon footprint:ISPS compliance

Quality Circle training

ISO BcMS 27031 internal auditor certification program for 27 employees

EOT Crane training through external experts

Business Excellence and ABCF

Short-term certification course on CEA overview

Awareness sessions on Vision, Mission, Values & Safety

Adani Group-level RCFA Program in safety, CSM and SRFA

Development of working models and AR VR Models for virtual and effective training

ATL aims to continue to deliver value to its people by attracting, training and retaining multifaceted employee competencies and expertise to groom future leaders early on. In the year 2020 – 21, ATL has shown outstanding achievements in manpower retention by evolving a detailed succession plan for asset management, projects, and support functions, to meet the demands of the future and promising careers to the most potential and competent employees. **One area, which deserves more attention, is workforce diversity across the organization. ATL will mainstream the gender policy in the design and project implementation phase. The organization will strive to implement policies to attract and retain women employees by ensuring a supportive environment, as women are seen as change agents and can enhance the cultural, social norms across ATL and help make sound decisions at the Board level.**

Enabling a Safe and Healthy workplace

(GRI 403-1, 2, 3, 4)

Providing a safe and healthy working environment to all employees and contract workers is paramount to ATL. ATL strives to create a mature safety culture across its operations and a behavioural change among employees by engaging the total workforce in safety-related conversations and activities throughout the year.

The majority of risks for ATL business arises from high voltage substations and construction activities. ATL being an ISO 45001:2018 certified organisation is working meticulously to achieve the target of zero fatalities. The organisation is working across its value chain by mapping safety risks across its contractors and vendors. ATL also conducts an in-depth inquiry for lost time incidents and fatalities followed by a detailed action plan to mitigate the causes with immediate effect.

ATL's safety focus

During the year under review, the company recorded 0.59 Lost-Time Incident Frequency Rate and zero fatal incidents, which were comprehensively investigated for root cause analysis and corrective measures. The company deepened its safety orientation through Safe Patrika (newsletter), Safe Diary (ready reckoner on LSSR rules, ISO standards, etc.), Safe Eye (induction for recruits), Safe Connect (periodic corporate conference call to share safety practices), Safe Alert (Health, Safety and Environment alerts) and Safe Library (online content library). Besides, the company conducted periodic safety audits of under-construction and operational sites.

Occupational Health and Safety Management

ATL identifies and manages hazards, risks, and emergencies as per the framework of ISO-

45001:2018 standard. Policies and procedures adopted and established by ATL, which govern the organisation's Health and Safety practices are -

- Safety Code of Conduct
- Corporate Sustainability Policy
- Health and Safety Policy

The CSR and Sustainability Committee of the Board oversees the Occupational Health and Safety performance.

OHS Management System

Percentage of sites with ISO 45001		100%
Employees and contract workers covered by the management system	Percentage	100%
Employees and contract workers internally audited on OHS	Percentage	100%

Incident Reporting and Investigation

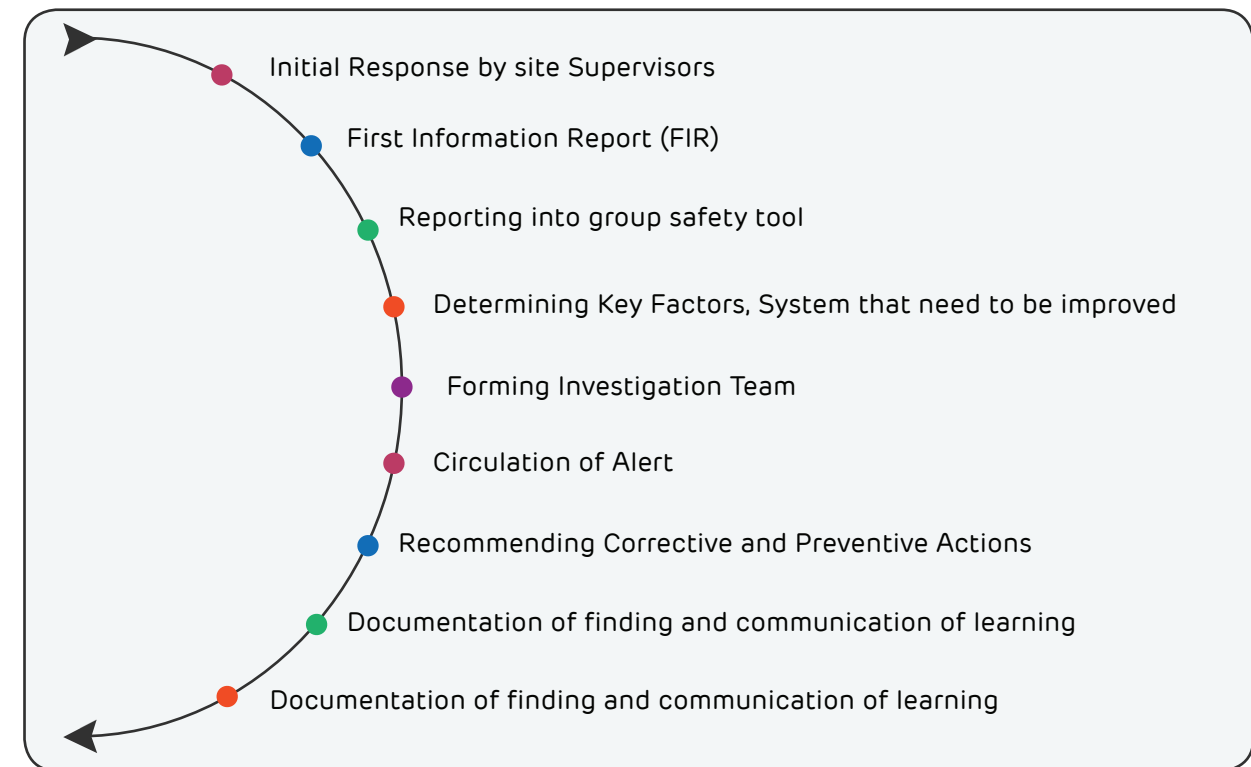
ATL has adopted a group-wide Safety Standard for Incident Reporting and Investigation for assessing safety incidents to prevent reoccurrence in the future. The Safety Incident Reporting, Classification, and Investigation Standard sets the organization's safety requirements and has been upheld as Life Saving Safety Rules.

The incident investigation process contributes to the continuous improvement of safety systems and performance by:

- Identifying and implementing actions to prevent an incident recurrence.
- Promoting an atmosphere of openness by improving communications and understanding about the incident.
- Providing input to the development and improvement of safety policies, procedures, guidelines, and standards.
- Identifying and appreciating good actions taken by people, which contributed to reducing the consequences.

Under the safety standard, the incidents are classified into five categories based on the degree of severity/potential for injury/damage. Each category has defined incident reporting with an established investigation procedure.

General Incident Reporting and Investigation Flow



OHS Management

ATL has adopted HIRA based risk assessment methodology and a safety checklist to assess the safety parameters of its operations.

The HIRA-based risk assessment methodology and checklist are referred for the OHS due diligence during the acquisition of assets.

Contractor Safety Management

Safety Risk Field Audit (SRFA): more than one thousand numbers of audits were conducted to evaluate the business partner's performance and take remedial actions.

Vulnerable Safety Risk (VSR) analysis: Risk analysis was carried out to identify vulnerable risk and unsafe conditions which could have the potential of severe incidents.

Safety for Our Community

"#SafetyCulture" is aimed at developing and driving Programs on Safety to inculcate mass awareness on various Safety themes for the community across operations. Various programs under this trending were conducted such as:

1. Safety Symposium & Exhibition during Sep 2020 through CIL.
2. Road Safety Week 2021 celebration and awareness drive.
3. National Safety Week 2021 celebration and awareness drive.

Also, ATL has adopted S+5S to create safety and cleanliness awareness for the younger generation. To reduce the number of fatalities and accidents due to electricity in the country, it is important to inculcate the safety behaviour in the population.

Employee Participation and Motivation

In order to institute a mature safety culture across its operations, ATL endeavours to achieve active employee involvement that encourages them to voice their concerns, report any safety gaps and suggest opportunities for improvement. In line with this, the OHS committees of ATL's operations practice a bottom-up approach with equal employee representation. Each OHS committee constitutes a labour union representative, a site safety representative, a site health team representative, and a management representative. The OHS meetings are conducted on a monthly basis. Further, contractor participation is ensured at site-level contractor safety committee meetings. ATL has also established a Contractor Safety Management Task Force for the upliftment of contractor safety and work culture.

All ATL employees are provided training on Occupational Health and Safety at the time of induction and on a regular basis thereafter. Employees are trained to identify the Near miss, Unsafe condition, Unsafe act, and to report injuries that occurred in the workplace.

OHS Training	FY 21
Total hours of safety training	186,149
Per capita safety training hours	15.6

In the current reporting period, ATL has conducted more than 3,858 safety interactions to inculcate excellent safety culture.

In addition, ATL ensures the participation of its total workforce in the Health and Safety related topic discussions through activities such as Safe Connect (Monthly conference call on safety), Safe Eye (Monthly safety observation quiz), and mock drills throughout the calendar year.

Safety Targets and Performance

ATL has adopted a group-wide year-on-year safety target to achieve Zero Incidence in its operations. In the current reporting period, ATL has reported 25 lost-time incidents and zero fatalities. All reported incidents were investigated as per the Incident Reporting and Investigation procedure. ATL recorded a Lost Time Injury Frequency Rate (LTIFR) of 0.59 per million hours worked covering all its employees.

Safety Performance Indicators	FY 2020-21
Lost Time Incident Frequency Rate (LTIFR)	0.59
Lost day rate for reportable injuries (numbers/Million person-hours)	15.48
Rate of Recordable Injuries (Employees)	0
Rate of Recordable Injuries (Contract Labour)	0.33
Lost days for reportable injuries	652
Recordable work-related injury (Contractors not on ATL rolls)	14

Safety Performance Indicators	FY 2020-21	FY 2019-20
Lost time incidents (as per The Factories Act in India)	25	43
Fatalities	0	1

ATL conducts regular health check-ups for all employees at all its operating sites to assess their general health conditions. Besides, ATL also conducts general health awareness programs across sites covering various global health issues related to the topic.

To combat the spread of the COVID-19 pandemic, ATL has conducted awareness sessions on COVID-19 prevention measures for all employees.

Inclusive Growth including Communities

(GRI 102-11, 102-12, 203-1, 2, 413-1, 2)

ATL understands the responsibility it holds in the development of the communities in the regions where it operates and in contributing to improving people's quality of life. ATL, in alignment with the Sustainable Development Goals (SDGs), engages with local communities and associations to implement targeted community development programs that focus on good health, quality education, sustainable livelihoods and community infrastructure. In this endeavour, ATL is working in collaboration with the Adani Foundation, the Corporate Social Responsibility arm of the Adani Group, leveraging its strength and experience in the area.

The Adani Foundation has been striving to create sustainable opportunities for marginalized communities for over two decades now. Over the years, the focus has extended to the regions and

local communities where the business operates that are in dire need of timely and relevant interventions as well as to issues relevant and important as per national priorities and UN Sustainable Development Goals. Today, the Adani Foundation reaches 3.67 million people annually across 2,410 villages in 18 states of India. The Foundation focuses its attention on projects that benefit the disadvantaged members of the local communities such as women, children, differently-abled people, tribal communities, fisherfolk, and farmers. The Foundation's success story is crafted by the communities that have taken ownership of the initiatives, ensuring that the impact is sustainable.

ATL has conducted an extensive social strategy exercise to chart the future course of its social initiatives. As an outcome of this effort, the organisation has initiated significant focused efforts in three additional areas, where ATL is committed to having a deep impact.

A) Safety + Swachhagraha (S+5S) –
Education and awareness on safety and creating a culture of cleanliness

B) Adani Vidya Mandir –
Providing unique high quality, merit-based education for underprivileged children.

C) Meri Sangini, Meri Margdarshika –
Developing leadership amongst women who in turn guide women and deprived & marginalized communities

D) Saksham –
Skill-building for women

CSR Performance

Contribution to Communities	FY 2020-21	FY 2019-20	FY 2018-19	FY 2017-18
Community Social Investment (in ₹ Crores)	25.26	18.14	17.91	8.23
CSR spending	100%	100%	100%	100%

Journey so far

Over the last year, ATL has leveraged the Adani Foundation's existing ground strength in the city and its experience to deliver lasting value through its initiatives.

In March 2020, the outbreak of coronavirus marked the beginning of an unprecedented period. While India took decisive steps to contain, test and proactively treat COVID-19, the Adani Foundation aligned its foot soldiers around the need of the hour. As the situation continues to evolve, its CSR activities are pivoting everyday processes, building response mechanisms and helping build a resilient and inclusive society. ATL engaged in CSR activities through the Adani Foundation in FY 2020-21.

The Adani Foundation designs and implements transformative programs for all communities in its areas of presence and influence. The Company and the Adani Foundation view education as the major driver of sustainable and holistic development. The Foundation's resolve to make quality education available and affordable to as many children as possible has taken the form of several cost-free and subsidised schools across India. Many 'smart' learning programs and projects to adopt government schools have been implemented in remote areas to realise their potential. The Company aids anganwadis by creating a fun-filled environment for children. The replicability and scalability of these educational models are ensuring that more children move towards a bright future.

Safety + Swachhagraha (S+5S)

The Adani Foundation strives to create a culture of safe work practices along with cleanliness by developing a comprehensive safe work management system. This resulted in the inception of "S+5S" which emphasises Safety Culture promotion programs to engage people and bring about a similar change in terms of creating a culture of cleanliness, orderliness and safety right from childhood.

Swachhata ka Satyagraha, a Behavioural Change Education Programme, is an initiative of the Adani Foundation. Swachhagraha draws inspiration from Satyagraha led by Mahatma Gandhi during the freedom struggle movement, which catalysed action through tremendous patience and perseverance, instilling in the Indian mind, dignity and self-respect. It aims at engaging people and bringing about a change, similar in scale to India's freedom movement, where people get involved to take action for 'Creating a culture of Cleanliness'.

Recognising the need to address safety especially with children, the component of Safety was added to this project.

Highlighting the need for anti-littering attitude and behaviour, the Adani Foundation is striving to create a culture of cleanliness across the nation. With a team of more than 100,000 Swachhagrahis, the Adani Foundation reaches out to 2,650,000 students every month. Through students and teachers from more than 5,500 schools, the movement has reached out to more than 125 million people. The Programme focuses

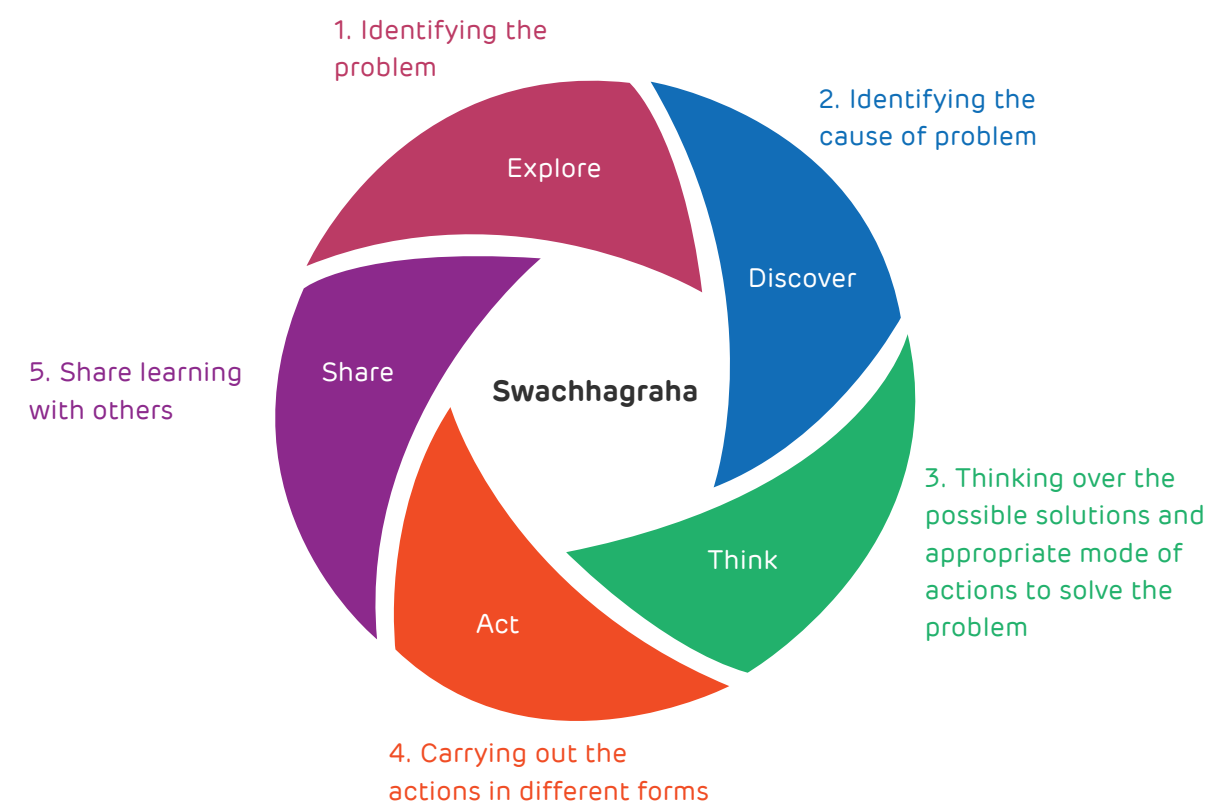
on four key themes, namely, Waste Management and Littering, Sanitation, Personal Hygiene and Toilet Etiquettes.

Every Swachhagraha school has 'preraks' who are teachers responsible for strategizing and implementing the cleanliness drive. Students of the schools become part of the Swachhagraha Dal, which inspects the school premises on a regular basis and also creates awareness about hygiene and sanitation in their schools and the neighbourhood through street plays, skits and other activities.

A safe orderly environment is necessary to support students' achievements. After the home, school is the place where students spend the maximum time and therefore concerns regarding the safety of students and staff in the school are of paramount importance. It is this concern that has encouraged AEML and the Adani Foundation to prepare a safety manual dealing with all aspects of safety both inside and outside schools. Under the safety program, ATL is planning to give training to the preraks on using education to prevent and reduce incidents or injuries. It encourages the school to address safety holistically and adopt environmental, educational and promotional strategies to work towards an injury-free school.

Children are the nation's most important resources and ensuring that they are safe and secure in schools across the country is most important. A safe school builds a culture of safety with awareness and vigilance along with the sensitivity of issues involved.

The teachers (preraks) are trained on the EBTAS model in the S+5S programme to make it more meaningful given the problem-solving and people engagement as shown below:



Recently, the Adani Foundation and Adani Electricity Mumbai Limited (AEML), with support from the Brihanmumbai Municipal Corporation (BMC), launched the 'Safety + Swachhagraha' in 2,269 schools in Mumbai. The initiative empowers an active group of teachers who motivate students to be Swachhagrahis and inculcate hygienic habits, along with creating a sense of ownership for public spaces and their cleanliness. The program also includes safety training for any kind of electricity accidents, natural and man-made disasters, fire, transportation, drinking water and other emergencies.



Adani Vidya Mandir (AVM)

Adani Vidya Mandir, as the name suggests, is an endeavour to design the 'ideal temples of learning' - for those children who are blessed with talent but face economic disadvantages. The organization runs schools at Ahmedabad (Gujarat), Bhadreshwar (Gujarat), Surguja (Chhattisgarh) and Krishnapatnam (Andhra Pradesh) through the Adani Foundation as a commitment towards the underprivileged sections of the society. ATL too contributes towards this initiative. These schools provide the students a system with a perfect blend of modern technology and traditional values. At AVM the quest for knowledge takes a holistic route, from the morning assemblies to weekly club activities, and creativity and expression find many canvases and platforms.

Started in 2008 with just 134 students, today the strength is more than 3,000 students. The Adani Foundation had a vision of 5-10 cost-free schools

including 2-3 hub schools under each school. Hub centres support other regular AVMs in their region to get established.

AVM focuses just as much on the staff's professional development as it does on the students' growth trajectory. In-house training sessions are conducted regularly to strengthen the teaching-learning processes. In addition, successful people from diverse backgrounds are invited to conduct workshops for the staff to fortify capacity building.



Under the 'Hamari Pathshala' Project, AEML provided infrastructure developmental support to schools such as Prabodhini High School and Modern English High School. Additional support was provided to the children in Aganwadi School at Aarey Colony in the form of books, uniforms, cement benches, etc. The company also constructed toilets for girls at Modern School, Marol, Andheri (East).

Meri Sangini, Meri Margdarshika

'Sangini – as change agents in Rural Hamlets' is envisaged to be a lady from a local community with some leadership qualities and willingness to serve. Sanginis build awareness and help deploy solutions to the most pressing local community problems. Being a Sangini is recognized with an in-house badge of respect and a source of pride for the individual and family.

The objective of this programme is to:

- Provide the opportunity to women residents of urban slums (and through them to family) to access the government entitlements and services/schemes in the areas of Education, Health & Nutrition, and Livelihood.
- Support women to avail access to services in times of distress and avoid common stressful situations.
- Facilitate access and availing better livelihood & empowerment opportunities.
- Create a pool of resources at the Community Level in the form of Sangini.

In association with Adani Electricity Mumbai Limited (AEML), the Adani Foundation launched a new project — Meri Sangini, Meri Margdarshika — with a modest event at Aarey Colony, Mumbai. The project aims to encourage and nurture women informal leaders from within the community, who then become change-makers in their surroundings. Meri Sangini, Meri Margdarshika was implemented on a pilot basis by the Adani Foundation. in partnership with Haqdarshak Empowerment Solutions Ltd. in Tilak Nagar and Aarey Colony in Mumbai. As a Sangini, the community volunteer is provided skills to act as a peer counsellor and advisor on social issues like domestic violence. They also act as a bridge to connect people with government agencies through insurance schemes (PMJJBY and PMSBY), opening saving accounts, applying for a PAN card, creating a PPF account and enrolling in Sukanya Samridhi Yojana. Capacity building is helping Sanginis become knowledgeable. They are trained in using the Haqdarshak mobile app,

enhancing awareness and filling application forms on behalf of citizens. In FY 2020-21, 13 Sanginis were trained, who then held 131 camps and helped submit 201 applications (109 beneficiaries).



Saksham

"Saksham for women – Indian Institute of Women Skills" is an 'Adani Brand Strategic CSR' project, to improve the quality of life of the women segment of society, especially those who are economically deprived. ATL is committed to contributing to this program.

The objective of the project is the development of the technical skills of women in India through specialized women's skilling institutes. The objective is to make needy women self-reliant, through the strong presence of consumer-facing businesses and communities with a deep Adani footprint.

Based on discussions with potential employers, skills in demand within the Adani group, ecosystem and other high-in-demand market skills, Saksham offers some of the identified skill development courses.

Meter readers: Meter reading is an exercise in repetition and concentration in which a person requires exceptional work ethics. The meter reader training course aids them in meeting potentially strenuous work demands when working with customers, troubleshooting problems with utility meters, and understanding reader errors. This ultimately results in perfect meter reading skills as per industrial standards such as electricity meter reading, gas meter reading, water meter reading, etc.

Bill distributors: Bill distributor course trains the participants in picking up and delivering bills in societies, apartments, and interacting with the customers in duties such as electricity bill distribution, gas bill distribution, courier services, etc.

Local language call centre: Training for local language call centre equips participants in a vocal communication channel that customers use to report requests or complaints to a business in positions such as tele caller, customer care representative, etc.

Digital literacy: Digital literacy course develops the capability to use digital technology and knowing when and how to use it in jobs such as cash counter operator in malls and shops, computer operator, data entry operator, etc.

Self-employed tailors: Tailoring skill course is the foundation of self-employed livelihood generation as it provides additional scope for jobs in the garment industry, approved manufacturing sector, etc.

E-commerce delivery: This training course equips the participants to get jobs in the emerging e-commerce sector such as food delivery, online shopping delivery, etc.

Other skills training: As identified from time to time. E.g., soft skills training for existing women drivers in the Mumbai market to increase their employability in the organized cab service market as in Mumbai the demand for women drivers

is increasing for women passengers. Soft skills training to service agents for restaurants and other food delivery ventures, etc.

In the reporting year, the Aarey Colony tribal hamlet, Navsachapada was added to AEML's network. The hamlet was without electricity for more than 7 decades and AEML was finally able to lay the network, and lit up 64 houses post receiving a NOC (No Objection Certificate) from the Bombay Veterinary College. AEML has also electrified hutments by issuing new connections to 96 occupants in Sidharth Nagar, Andheri (West), post receiving approval from the Maharashtra Coastal Zone, Management Authority (MCZMA), Maharashtra Housing and Area Development Authority (MHADA), and Municipal Corporation of Greater Mumbai (MCGM).

.The residents of Yagnik Nagar in Amboli were without electricity due to various land ownership issues and objections from the adjacent landowner. The power supply to this area was initiated after 25 years, with the help of the local corporator.

AEML installed 111 streetlights across Chembur, Charkop, Jogeshwari, Bhayander, and BKC for the safety of people, and around 62,000 Old HPSV (High-Pressure Sodium Vapour) lamps were replaced with energy-efficient LED luminaires.

Community Outreach and COVID19 Relief Work

Health

The Adani Foundation regards healthcare as a basic human right. Bringing healthcare to the remotest regions, the Adani Foundation's key focus is on improving access to quality preventive and curative services for people belonging to weaker sections. Across the nation, it runs Mobile Health Care Units (MHCUs), hospitals and rural clinics. It also organises general and specialised health camps. Considering the pandemic, the Foundation worked to safeguard frontline responders and supply life-saving medical equipment. The Foundation's MHCUs provide on-the-spot medical assistance to patients at their doorsteps in regions where medical facilities are not available. The rural mobile health care unit service is provided to reduce travel time, hardships and expenses. This service is a boon for women, the elderly and children as it is provided at their doorstep.

Improving Maternal Mortality Rate (MMR)

The health services provided under CSR (Corporate Social Responsibility) have also made the community seek referral services and better clinical services. AEML's medical team visits the surrounding villages on the ninth of every month under the Pradhan Mantri Surakshit Matritva Abhiyan. It envisages improvement in the quality and coverage of Antenatal Care (ANC), including diagnostics and counselling services as part of the Reproductive Maternal Neonatal Child and Adolescent Health Strategy. Also, AEML-ADTPS has provided a mobile medical van along with a doctor and a nurse to visit the surrounding villages.

Sustainable Livelihood

The Adani Foundation's intervention to support sustainable livelihood generation is driven by the belief that a society comprising empowered individuals with a decent standard of living

leads to prosperity. The Foundation builds social capital by promoting self-help groups, enhancing agricultural practices and organising skill development training. Specific programs are designed for women, fisher folk communities, farmers and cattle owners so that they can become self-reliant.

Integrated Tribal Development (ITD) project with NABARD

In association with NABARD, the Adani Foundation is carrying out an Integrated Tribal Development Project in 11 villages of Dahanu taluka of Palghar district. This project is securing the economic base of tribal families in the program area, enhancing family incomes. The ITD project provides seed and material support for systematic agricultural, horticulture and floriculture interventions. The project benefitted 1000 land-owning tribal families for developing one-acre 'wadi' (farms) – the plan for which is phased over seven years. In FY 2020-21, six pairs of oxen were provided to tribal farmers, who generated a satisfactory income cultivating vegetables like okra, brinjal, pumpkin, cluster beans (₹8,500-30,000), jasmine (₹20,000-31,500) and mango plantations. The project is benefitting more than 100 landless tribal families with support for service and skill-based interventions like tailoring, carpentry, etc., establishing micro-enterprises such as grocery shops, flour mills, etc. and partaking in livelihood activities like poultry and livestock rearing. The comprehensive ITD project entailed a water development program for repairs and the creation of a new well, borewell and robust water distribution systems. It conducts health programs and promotes the use of kitchen gardens for community members. Through eight Village Planning Committees (VPC) and 25 Women's Self-Help Groups, community members are strengthening self-reliance.

To develop and uplift the skills of the tribal community, needy and uneducated community, marginalised families deprived of education and finances, etc., AEML had established a tailoring training centre at Dahanu. With the help of this

training centre, so far 1,142 candidates have been trained and in FY 20-21, 156 candidates have completed the training. Among the trained candidates, 1,063 candidates are employed with local garment manufacturing units in Dahanu, Boisar and Umbergaon, while the remaining are self-employed.

Community Infrastructure

Community infrastructure bears a direct impact on the standard of living of its people. Access to resources, increase in the avenues for developing livelihoods, safe and clean sources of drinking water, and access to quality primary health care systems lead to better productivity, reduction in morbidity and adequate employment. Recognising this, the Foundation endeavours to make its activities need-specific and responsive to grassroots requirements. In the geographies where the Adani Foundation is present, it facilitates small-scale basic structures, technical facilities and systems built at the community level critical for the sustenance of lives and livelihoods.

Renovation of Sub-District Hospital and Construction of Sheds for Water Filtration Units

Authorities of Sub-District Hospital, Dahanu, had requested Adani Dahanu Thermal Power Station (ADTPS) to develop and repair its library room. The Adani Foundation facilitated the same; residential doctors, trainee doctors and other medical staff are using the renovated room as a study/library room. ADTPS provided drinking water filtration units for which sheds were constructed for their safekeeping. Sheds were provided at Agwan – Bhutkhadik, Agwan – Shishupada, Z.P. School, Kainad – Kotbipada, Z.P. School, Savate and Z.P. School, Pale – Boripada. With this initiative, approximately 1,600 people were benefitted.

COVID-19 RELIEF WORK

The Adani Foundation contributed to the battle against the coronavirus pandemic in India. Apart from anchoring immediate and comprehensive relief work, the Foundation and the Adani Group

donated upwards of ₹ 114 crores to central and state governments for PM CARES Fund, Maharashtra CM Relief Fund, Gujarat CM Relief Fund and Andhra Pradesh CM Relief Fund, among others. This monetary aid also includes employee contributions and donations made to NGOs engaged in COVID-19 relief work. The Adani Foundation donated 10,000 PPE kits to the Government of India to safeguard healthcare providers. These contributions helped limit the spread of the coronavirus and mitigate impacts on communities.

24x7 ambulance service

On behalf of the Government Hospital Gondia, 2 MHCUs worked as ambulances to transport patients and suspected patients from villages to the treatment centre and district hospital (3,032 patients and family members).

Food packets

Food was provided to daily wage labourers and migrants, most without ration cards. More than 7,635 grocery kits were provided to these families, each kit containing 5 kg rice, 1 kg wheat flour, half-litre cooking oil and 1 kg dal, etc., among others.

PPE kit support

Some 15 personal protective equipment (PPE) kits were provided to the medical and paramedical team of government hospitals as well as to the police.

Installed 12,655-litre capacity oxygen storage tank

An oxygen storage tank (12,655-litre capacity) was installed at Gondia Government Hospital, which helped reduce oxygen shortage.

Mask making and distribution

In COVID-19, wearing a face mask plays a crucial role in protecting oneself. To increase

the availability of masks, ADTPS stitched face masks at ADTPS tailoring training centres. Old, trained candidates who become jobless due to lockdown were invited to stitch masks at nominal rates. More than 1,700 masks were made and distributed among the community, employees, contract workers and in slum areas in Mumbai, thus generating an income.

Relief work in Dahanu

Grocery kits were distributed to over 1,225 families of daily wage labourers, construction workers, slum dwellers and other underprivileged communities. At the Adani Foundation-run tailoring training centres, trainees were involved in stitching face masks at nominal rates, which were then distributed among community members, employees, contract workers and Mumbai slum dwellers.

Nurturing Innovation and Digital Transformation

“The world is changing constantly and to remain relevant and profitable, it is an essential need to adapt and develop new advancements for meeting new realities. At ATL, innovation and technology advancements are centre stage, which supports enhancing operational efficiency, and reducing overall emissions. The company has invested in technologies and made changes to its processes to reduce resource consumption and enhance machine safety. As a result, Adani Power Training & Research Institute (APTRI) centre has been accredited as Grade ‘A’ and Category-I Institute by the Central Electricity Authority (CEA), Ministry of Power, Government of India.

Technology & Analytics Priorities

ATL has set technological and analytical priorities to meet the dynamic business requirements. ATL’s business priorities, objectives, and the initiatives taken to achieve those priorities are:

Business Need	Objective	Key Initiatives
Maintain Market Share of TBCB (Tariff-based competitive bidding) projects	Improve the probability of winning bids through better cost estimation and accurate survey of routes while eliminating surprises in project execution	<ul style="list-style-type: none">Digital Route SurveyBid Intelligence Tool
Operational Efficiency enhancement	Enhancing the asset upkeep through early failure detection, avoidance and improvement areas identification; strengthen project execution capabilities using intelligent tools and automation	<ul style="list-style-type: none">Adoption of Asset Performance Management SolutionSmart Project Management Tools
Data and Analytics core foundational platforms	To ensure integrated and holistic data availability for driving data-driven intelligence and optimization	<ul style="list-style-type: none">Data lake implementation
Remote control and governance (Unmanned Substations)	Real-Time, Dynamic insights on KPIs tracked better visibility of Assets through the entire lifecycle and alerting of underlying O&M anomalies	<ul style="list-style-type: none">Central Command Centre (ENOC)Asset Kundli - Dynamic DashboardsO&M Imagery AnalyticsGensuite Dashboard and Modelling

India Inc’s maiden High Voltage Direct Current (HVDC) System project

A historical journey of building a bulk power highway that can transmit 2,500 MW of power from Mundra (Gujarat) to Mohindergarh (Haryana) in a single hop of about 1,000 kilometres.

This journey dates back to more than a decade ago when Adani Power Limited acquired an order to provide 1,424 MW power to the state of Haryana for 25 years. Considering the available business infrastructure of that time, this was a herculean task. The Mundra - Dehgam Transmission system could cater only to a maximum of about 1,200 MW.

The need of the hour was strengthening the system, which presented key challenges such as adding new lines, space limitations in existing substations, and additional transmission costs.

The Company went back to the drawing board. Hundreds of person-hours of extensive brainstorming, empirical calculations, macro-economic analysis, and weighing long-term business opportunities followed. High Voltage Direct Current (HVDC) Transmission system emerged as the path towards a robust future. Incidentally, Haryana was constructing a 400 KV substation at Mohindergarh, which was touted to become the hub for other load centres in the state.

But HVDC technology requires special know-how and cutting-edge equipment. So far, only two government agencies could opt for this technology. There was a risk of failure but taking calculated risks has been a signature feature of the Adani Group. After carefully evaluating the pros and cons, a conscious decision was taken to go for HVDC.

Digital Asset Management Pilot project at 765 KV Akola Substation

The scope of work covers the installation of Hitachi-ABB PowerGrid Ability™ Ellipse's cloud-based asset performance management system solution as a pilot project for the assets identified in the MEGPTCL (Maharashtra Eastern Grid Power Transmission Limited) Akola substation. As per present practice, MEGPTCL maintains the reactor data like DGA (Dissolved Gas Analysis), offline routine test data and CB (Circuit Breakers) condition monitoring offline data in their system. This helps in performing data analytics and gaining a qualitative understanding of the results. Recommended pilot duration to go live after complete installation is 6 to 12 months. The digital asset management model assists the following functions:

- Monitor the real-time health of the asset
- Present the asset test results (FAT up to date) on a single screen of the Asset Performance Management (APM) dashboard
- Evaluate the asset health score, risk score, and criticality
- Perform a predictive analysis on the asset's performance
- Auto-generated recommendation on an asset health issue
- Predict failures before they occur and build proactive maintenance plans
- Integrate IoT infrastructure by leveraging APM

DEVELOPMENT OF AVAILABILITY DASHBOARD

Asset availability is a critical parameter for the transmission and generation of assets. Ensuring near 100% availability helps ease the transfer of power in the grid without causing system overloads. To enable active monitoring of Adani assets, a centralised dashboard application capturing the availability of various sites has been developed in-house. The centralised application has helped allow active monitoring of system availability and helped anticipate and address operational issues well in advance, thus aiding fast and accurate decision-making. The application went live in July 2020, and after ironing out of few minor issues, publishing a flash report has been started from September 2020 onwards.

Key Features of the solution:

1. The dashboard is an intranet-based application with integrated site-based authentication.
2. The application can be accessed via laptop/desktop/mobile devices.
3. The technology platform is on Microsoft. [Net as front end and SQL (Structured Query Language) server as backend.]
4. Application offers the facility to circulate the dashboard as email notifications.

Grid Reliability Improvement

(GRI 416-1, 2, 417-1, 2, 3)

The Average Service Availability Index (ASAI) for Transmission and Distribution is 99.9934%. The grid reliability is demonstrated from the following two events:

1. COVID Solidarity Event – 9 pm 9 minutes on 5 April 2020

Challenges

- Maintaining grid's stability within frequency
- Predicting accuracy as power demand vs supply
- Possibility of high voltage surge & line tripping

Preparedness

- Existing load shedding schemes reviewed
- Resource arrangement, i.e., DG sets, back-up system
- Simulation for islanding scheme
- Operational guidelines drafted for back-up control team

AEML Strength Demonstration

- 9 PM 9 minutes successfully managed the load variations while maintaining uninterrupted power supply with proper parameters

2. Grid Disturbance – 12 October 2020 Grid Failure and successful Islanding

Sequence of Events

- Triggered by the tripping of 2 lines at the MSETCL in 400 KV transmission system in Kalwa.
- Manual tripped by operator due to spark at CT, leads to outage
- Load affected in Maharashtra 3,500 MW out of which 2,200 MW in Mumbai

Successful Islanding

- ADTPS supplied @ 340 MW - 390 MW of critical / essential loads when no other power source was available due to the said grid disturbance.
- ADTPS ensured supply to all essential services

Technology for enhancing electrical infrastructure safety

Monitoring of safety aspects through smart wearable:

The sites of Adani Transmission are primarily located in remote locations where the contract workers are involved in various critical activities involving high-risk areas. To avoid the occurrence of any safety incident intelligent wearables for live streaming are used in critical activities.

This smart safety solution will enable the field workers with proper connectivity, communications, information, data transfer, and safety.

Some of the key benefits of this solution are: Visualisation of information when needed, real-time data available to the fieldworker, instant access to a remote expert via video chat, “Over the shoulder” view so the experts can see exactly what the field worker sees, provides new employees with access to work procedure videos when they need it, coaching and knowledge transfer in real-time, etc.

Interventions in smart data analytics

Energy Data Hub

ATL has developed a centralised dynamic dashboard that is accessible as per requirement.

There are two primary features of this dashboard:

1. Minimizing Turnaround Time
2. Dynamic dashboards for senior management for visual analysis and sectorial updates

Interventions in real-time and remote monitoring of the asset

AI-based conditional health inspection and monitoring of transmission lines using Unmanned Aerial Vehicle (UAV):

A POC (Proof of Concept) in 400 kV Rajgarh-Kasor line of ATL is underway for automatic detections of defects, condition of transmission line asset health, vegetation growth, thefts, etc., through drone, which cumulatively brings down the time and cost required to manually detect the defects and minimises human error during the detections.

Autonomous Surveillance Robot for Unmanned O&M of SS:

The operating data of electrical equipment are collected by devices like a hand-held infrared thermometer and hand-held computers, etc.

- Manual inspection has shortcomings, such as being labour-intensive, low efficiency, decentralised testing quality, and high costs in management.
- Robotic inspection of the substation can be one of the best solutions to solve such shortcomings.

Gridbots – ALL-TERRAIN SURVEILLANCE ROBOT (Model: gridSURV)

System Nomenclature: AI Enables Security Robot (Navy Surveillance Robot)

Gridbots Robot Model: Gridsurv is an artificial intelligence-powered autonomous surveillance system that can provide 24×7 independent surveillance to the facility or factory. The system can analyse real-time video streams and detect faces of known and unknown people; if the unknown people are found, the system notifies the user/operator. It also incorporates a deep learning engine to detect various types of objects in the video stream, like people, cars, and guns, so no manual intervention or surveillance is required to secure the parameter.

Salient features:

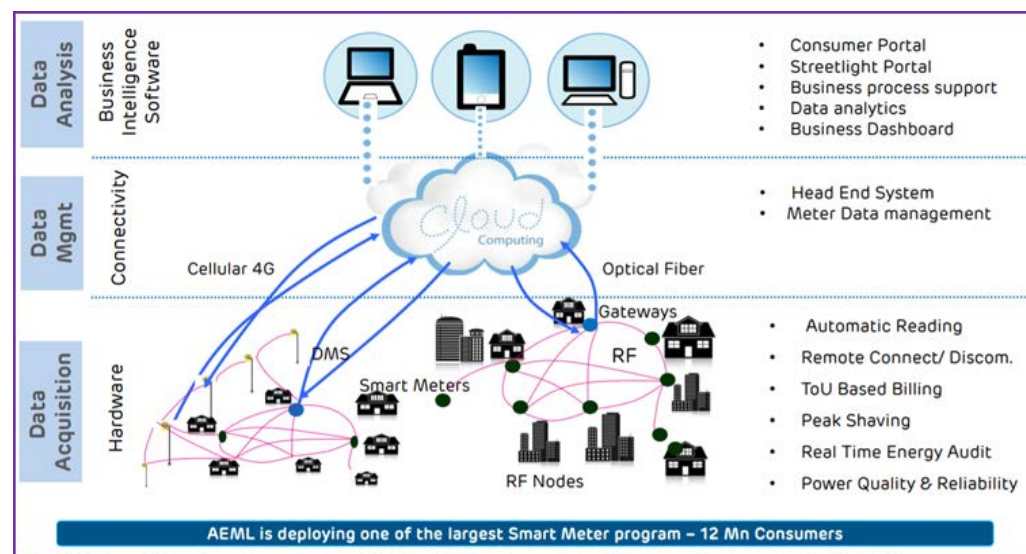
- Fully autonomous patrolling
- Video surveillance system with PTZ (pan-tilt-zoom) camera.
- Four panoramic cameras for a 360-degree view.
- Artificial intelligence for human face and behaviour recognition within the cameras' observation range.
- Obstacle avoidance through a 3D stereo camera and ultrasonic sensor.
- Automatic path diversion in case a barrier or obstacle is encountered in its range.
- RTK (Real-Time Kinematic) GPS used with down to accuracy in 10 mm for robot navigation.
- Walks on a defined path and automatically takes corrective action to stay on the specified track using artificial intelligence.
- Alerts the people through an audio intercom.
- Up to 6 hours of autonomous patrolling.
- Cloud data integration capabilities.
- Overcomes obstacles up to 7 inches in height.
- Smart charging device.

Demand-side Management

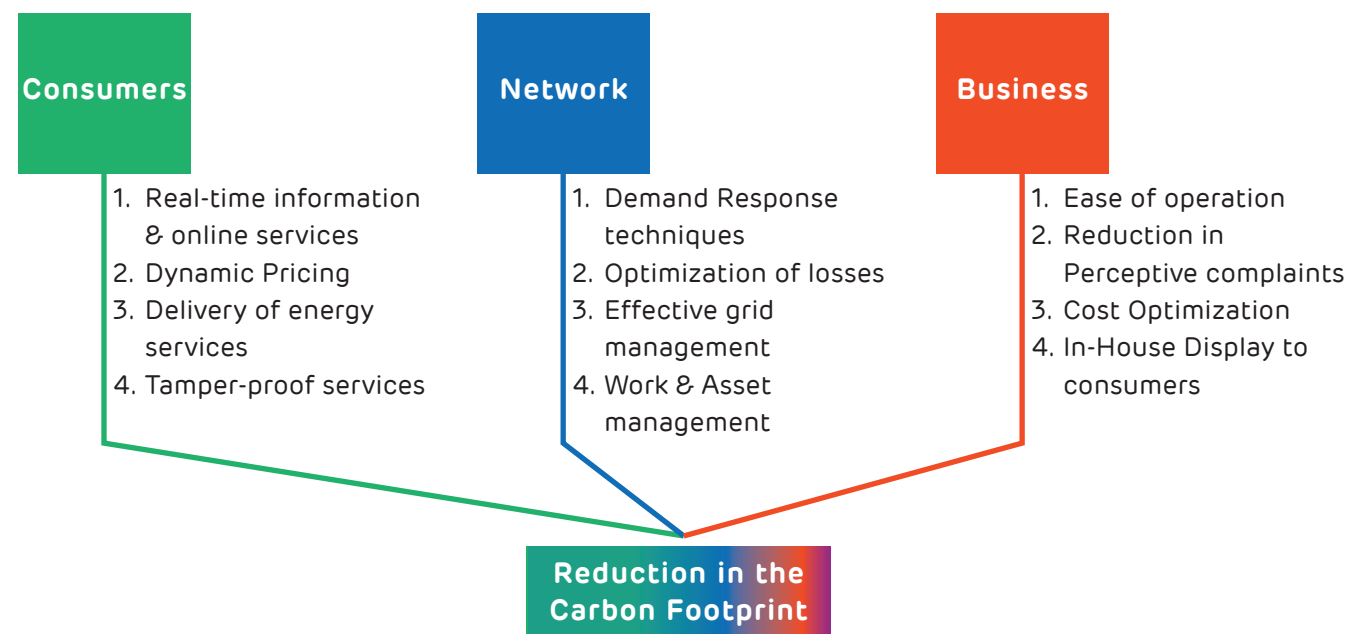
AEML: Digital Transformation and Automation

Smart Metering Ecosystem

AEML's smart metering ecosystem links three significant operations of data analysis, data management, and data acquisition with the help of modern technologies.

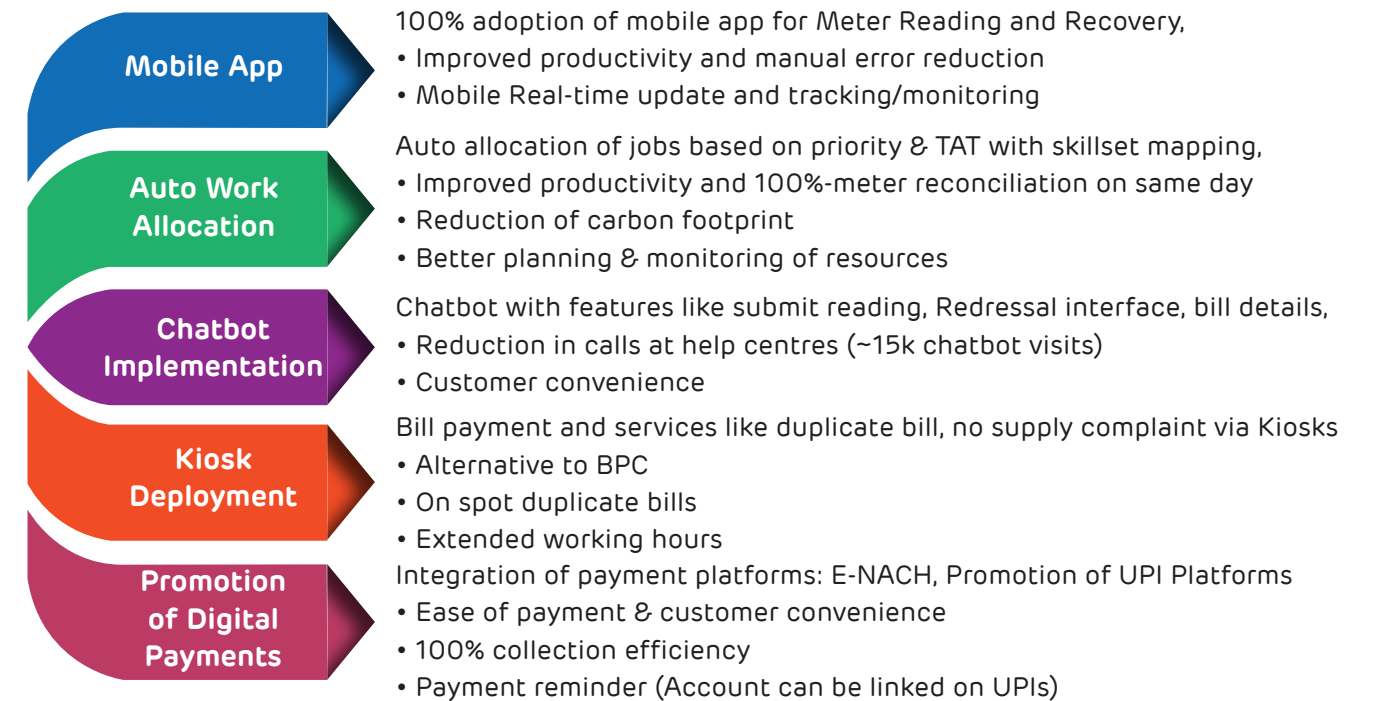


Smart Meter Benefits



Responsiveness aided by technology:

AEML is allowing its consumers to avail the benefits of the following modern technologies:



Smart grid technologies

ZERO import auxiliary supply consumption at all substations:

ATL explored all possible solutions to enable green power for auxiliary consumption of substations. A white paper detailing all the possibilities was prepared, and finally, a stand-alone microgrid solution using renewable sources of power was proposed for the Koradi substation. The whole auxiliary consumption at the substation has been planned to be from the renewable energy / hybrid plant system. The purposes of having a microgrid solution connected to the existing solar PV at the substations include:

- Minimising grid electricity purchase.
- Minimising Levelised Cost of Energy (LCOE).
- Maximising renewable energy production utilising storage.
- Minimising grid electricity purchase.
- Becoming future-proof against any grid electricity price escalation.

How does solar energy reduce the power bill at the Mahendragarh HVDC terminal?

350 kVAR reactive power supplied to the grid during night hours reduced the monthly electricity bill by more than ₹5 lakh

To cater to the auxiliary supply-demand at Mahendragarh HVDC terminal, two separate 33 kV auxiliary supplies from the Majhra substation and another from the Dhanonda substation were used. During an emergency, when both power sources failed, two DG sets of 1500 kVA each were used to cater to the auxiliary requirement.

Presently, the total average load demand of HVDC stations through Dhanonda and Majhra feeder plants varies from 600 kW-1500 kW depending upon the load condition & various other factors such as overload condition, weather, etc. Generally, the power factor varies between 0.70 to 0.76 depending upon the grid condition and system KVAR requirements. Due to the low power factor, higher energy charges are levied by Dakshin Haryana Bijli Vitran Nigam (DHBVNL). While the reactive power is compensated to maintain the unity power factor through IGBT-based Automatic Power Factor Correction (APFC) system, simultaneously another cost optimisation idea of supplying the reactive power to auxiliary system through solar inverter has been implemented.

Till the installation and commissioning of the APFC panel, the Company initiated a cost optimisation initiative through the solar inverter to supply the reactive power to the auxiliary system at the Mahendragarh HVDC terminal.

Solution: Reactive power generation through Mahendragarh solar power plant

Traditionally, PV inverters are designed to feed as much active power [P(kW)] as is available from the solar plant (at unity power factor) into the point of common coupling (PCC). But most of the three-phase inverters can also absorb and provide reactive power Q (kVAR) from and to the grid.

During the daytime, active power is supplied to the grid, and the inverter absorbs reactive power from the grid to compensate for the effect from the transformer and cabling. During the nighttime, the inverter system supplies reactive power to the grid to compensate for the requirement of auxiliary load and absorbs active power from the grid to keep the inverter system on.

A total of 350 kVAR reactive power is supplied to the grid during the night hours of 1830 hrs to 0610 hrs from the Mahendragarh solar power plant. Based on the above reactive power injection, the monthly electricity bill could be reduced by more than ₹5 lakh per month.

Automatic Power Factor Correction system at Mahendragarh.

Static Synchronous Compensator, a power electronic device, anchors the key innovation to trim auxiliary power cost.

±500 kV Mundra-Mahendragarh HVDC transmission system is a bipolar link that evacuates up to 2,500 MW of power from the Adani Power - Mundra Super Thermal Power Station in Gujarat to Mahendragarh, Haryana.

However, auxiliary power cost is a major expense at the Mahendragarh substation. In a bid to cut down this cost, a 1 MW solar power plant was installed at the site in July 2017.

Auxiliary load at Mahendragarh substation is mainly inductive. The two most critical systems - Transformer Cooling System and Valve Cooling System make use of induction motors.

Due to this inductive auxiliary equipment, the Mahendragarh substation drew more reactive power from the grid leading to poor power factor. Therefore, ATL commissioned a study to understand the load conditions of the auxiliary system. Power quality measurement was performed at different locations to understand the present load conditions of the auxiliary system (both 33 kV and 415 V). The measurement was conducted using HIOKI 3197 Power Quality Analyser.

Problem Statement:

- Low (lagging) power factor due to inductive auxiliary load.
- Variation in power factor due to site-specific conditions.
- Variation in auxiliary load concerning operational requirements.

Conclusion

The initiative helped in increasing the power factor of the auxiliary supply system from 0.76 to unity. It cut down the auxiliary power consumption and led to considerable savings in auxiliary power expenses.

Key findings of the data analysis:

- Minimum power factor observed on the 33 kV switchgear incomer was 0.76.
- The Total Voltage Harmonic Distortion's (VTHD) at 33 kV switchgear was well within the acceptable IEEE519 limits.
- Variation of load profile during the measurement was -15% concerning maximum loading.

Benefits

The power factor of the auxiliary supply system increased from 0.76 to unity. It has decreased the auxiliary power consumption and has led to considerable savings in auxiliary power expense.

Responsible Business Practices

Performance Overview

Focus Area	Strategic Approach	KPI	UNSDG Addressed
Responsible Business Practices	Business Ethics and Values	• 16.7% of women director on board	<div>16PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
		• 50% of independent directors on board	
		• ₹104,589 million Revenue Growth, profit, and value sharing	
	Customer Orientation and Value creation for Stakeholders	• Survey in progress	<div>17PARTNERSHIPS FOR THE GOALS</div>
	Responsible business partnerships	• 100% critical vendors practice sustainability	<div>17PARTNERSHIPS FOR THE GOALS</div>
		• 100% of ATL subsidiaries covered under the IMS (ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 55001, ISO 27001, ISO 27031)	
		• 96% of ATL subsidiaries covered under the IMS (ISO 22301)	
		• 3.6% of ATL subsidiaries covered under the IMS (SA 8000)	
		• 3.6% of ATL subsidiaries covered under the IMS (ISO 26001)	
		• No complaints were received through the Whistle Blower Mechanism	

Corporate Governance
(GRI 102-10, 26)

The Board is the highest level in the company's Corporate Governance practice. The Board exercises appropriate controls to ensure that the Company is managed in the best possible manner to meet its strategic objectives and stakeholder expectations. The key responsibility of the Board is to extend strategic guidance and direction to our senior management while also discharging its fiduciary responsibilities. The average tenure of the Board is five years. As per the Board Diversity Policy, the appointment of women at senior executive levels is encouraged to achieve a balanced representation on the Board. According to the Companies Act, 2013, the Company shall at all times have at least one woman director on the Board.

Governance Structure

(GRI 102-18, 19)

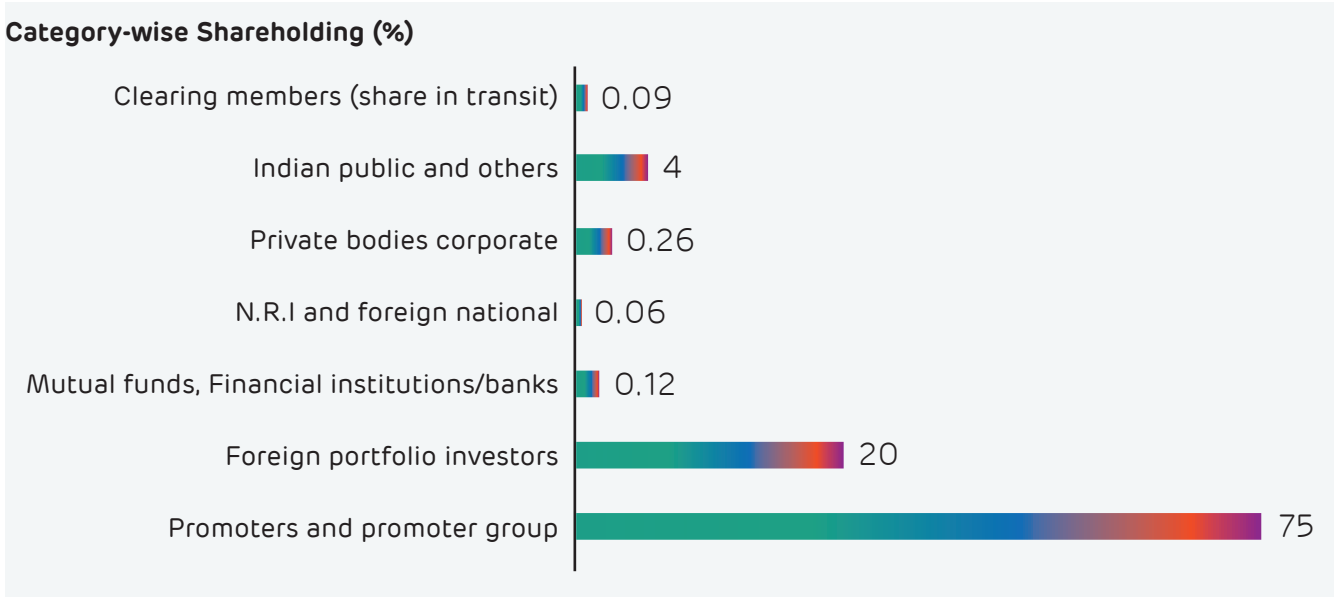
ATL's corporate governance structure is a balanced one-tier system with a productive combination of Executive and Non-Executive Directors, including independent professionals.



Detailed responsibilities and Terms of Reference of the Board Committees can be referred on page 238 of [ATL's Annual Report FY 20-21](#).

(GRI 102-37)

Shareholding as of the date of preparation of this report



The ownership and board governance structure of the Company are independent of each other. The functioning of the Board as a collective body is primarily driven by the theory of fiduciary duties of the Director, thereby ensuring the protection of the interests of minority shareholders' long-term value creation for its stakeholders effectively.

Board of Directors

(GRI 102-23)

ATL has an established Board Diversity policy to harness the differences and uniqueness among its members concerning knowledge, skill, regional and industry experience, cultural and geographical background, age, ethnicity, race, and gender, which ensures that ATL retains its business advantage.

Composition of the Board

The Company has received declarations from all the Independent Directors of the Company confirming that they meet the criteria of independence as prescribed both under sub-section (6) of Section 149 of the Companies Act, 2013 and the SEBI Listing Regulations, and there has been no change in the circumstances which may affect their status as independent director during the year.

Standing true to its commitment to maintaining gender diversity, the Board has a female Independent and Non-Executive Director.

Gender diversity and other responsibilities of the Board members

Name	Gender	Designation
Mr. Gautam S. Adani	Male	Chairman Promoter Executive
Mr. Rajesh S. Adani	Male	Director Promoter Executive
Mr. Anil Sardana	Male	Managing Director & CEO Executive Director
Mr. K. Jairaj	Male	Director Non-Executive (Independent) Director
Dr. Ravindra H. Dholakia	Male	Director Non-Executive (Independent) Director
Mrs. Meera Shankar	Female	Director Non-Executive (Independent) Director

The roles of CEO and Chairman are split, and the Chairman of the Board is a Non-Independent and Executive Director.

Board Meetings and Procedure

(GRI 102-22)

ATL has instituted various committees of the Board in accordance and compliance with the applicable requirements under the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), 2015 (SEBI Listing Regulations) and the Companies Act, 2013 (“the Act”). Each of the Committees so instituted has its charter listing down the roles and responsibilities. Through their recommendation to the Board, these committees play a crucial role in ensuring effective compliance and governance of the Company. The Board is regularly briefed about the deliberations and decisions taken by the committees through the minutes of the meetings that are placed before the Board.

For Board/Board Committee meetings, there are internal guidelines for facilitating decision-making. There is a structured agenda in place for governing the effectiveness of the Board meetings. The Board is well informed about the agenda items. This enables the Board to take informed decisions. The Company Secretary in consultation with the Senior Management prepares the agenda for the meetings. The presentations that are prepared at the Board meetings are comprehensive and elaborate covering a host of areas such as strategy, business opportunities, risk management, global environment, finance and business operations. There is a minimum of four pre-scheduled Board meetings that are carried out annually.

Moreover, there are additional Board meetings that are organized during the year. However, in the event of sudden requirements or urgencies, resolutions are also passed through circulation.

During the reporting period, the Company’s Board of Directors has amended/approved changes in the Code of Conduct for prevention of Insider Trading as per SEBI Insider Trading Regulations. The Company’s Board of Directors has also approved Policy on Board Diversity and Claw Back Policy in the event of financial restatement.

Accordingly, the updated policies are uploaded on the website of the Company at <https://www.adanitransmission.com/investors/corporate-governance>.

Board Skills and Competencies

(GRI 102-27)

The Nomination and Remuneration Committee has criteria that define the ideal profile to take up the position of Board Director - defining the qualities, competencies, and experience that the ideal candidate should meet to occupy the position of the Board Director.

ATL’s Board brings together a wealth of knowledge, perspectives, experience, and diversity. The Board has collective competency in the power sector, strategy, finance, counterparty negotiation, risks, and legal, environmental, and social issues.

Board Skills and Competencies

Name of the Director	Skills and Competencies						
	Business Leadership	Financial Expertise	Risk Management	Global experience	Corporate Governance & ESG	Merger & Acquisition	Technology & Innovation
Mr. Gautam S. Adani	✓	✓	✓	✓	✓	✓	✓
Mr. Rajesh S. Adani	✓	✓	✓	✓	✓	✓	✓
Mr. Anil Sardana	✓	✓	✓	✓	✓	✓	✓
Mr. K. Jairaj	-	✓	✓	✓	✓	✓	✓
Dr. Ravindra H. Dholakia	-	✓	✓	✓	✓	✓	✓
Mrs. Meera Shankar	-	✓	✓	✓	✓	✓	✓

Board Performance Evaluation and Effectiveness

(GRI 102-28)

Enhancing Board effectiveness through ongoing education

An effective board provides relevant oversight, insight, and foresight while addressing the continual challenge of aligning the interests of the board, management, shareholders, and stakeholders. To ensure and enhance the exceptional performance of the board, the Directors of ATL are educated on an ongoing basis concerning its business, emerging risks and trends of the energy sector.

On a half-yearly basis, the board members are presented with a comprehensive assessment of the ESG risks and opportunities that can impact ATL’s business and the corresponding mitigation strategies to be taken. This ESG presentation also covers the risk related to climate change and the strategy formulated in detail.

In terms of knowledge development of new Independent Directors of the board, ATL has designed a Familiarisation Program. The program focuses on educating the board’s Independent Directors on their roles, rights, and responsibilities, and the company’s strategy, operations, and functions periodically by the Executive Directors and senior management. The program essentially has two broad components – technical and behavioural. The technical component aims to educate the board’s independent members to understand the Company’s business, strategies, industry dynamics, and growth plans and prepare them for an active role. The behavioural component aims at empowering the Independent Directors to understand board procedures, their roles, rights, and responsibilities for effective governance.

Performance Evaluation

To guarantee the quality and efficiency of its management, the Board of Directors evaluates its operation every year, including the performance and contribution of each Director. The Nomination and Remuneration Committee of ATL holds the responsibility of formulating the performance evaluation criteria of the board and the subsequent compensation of the members of the board.

In line with the evaluation criteria formulated by the committee, the board has adopted a formal mechanism for evaluating its performance and that of its committees and individual Directors, including the CEO and Chairman of the Board. The exercise was carried out through a structured evaluation process covering various aspects of the board's functioning, such as its composition and committees, experience and its competencies, the performance of specific duties and obligations, contribution at the meetings and otherwise, independent judgment, and governance issues, among others.

The evaluation of the board is conducted internally through peer appraisal annually as per statutory requirements.

Remuneration Policy
(GRI 102-24, 35, 36, 37)

ATL applies the principle of maintaining a remuneration policy for the Board of Directors based on the principles of moderation, relationship with its practical dedication, alignment between the strategies and long-term interests of the Company and its shareholders and other stakeholders, and includes performance incentives whose monetary value would, in no way, influence the independence of the board director.

In this regard, the Nomination and Remuneration Committee of the Board has established a Remuneration Policy that governs the board compensation and performance rewards, based on the review of achievements of individual board

members periodically, under the provisions of applicable provisions law and the by-laws.

Remuneration to Non-executive Directors

ATL's Non-Executive Directors are remunerated for attending meetings of the Board of Directors and its committees. The expenses incurred for attending each meeting of the board and committees are reimbursed. Other than sitting fees paid to Non-Executive Directors, there were no pecuniary relationships or transactions by the company with any of the Non-Executive and Independent Directors of the Company. The company has not granted stock options to Non-Executive and Independent Directors.

Remuneration to Executive Directors

Executive remuneration focuses not only on the short-term results but has an equal emphasis on the medium and long-term sustainable success of the organization. The philosophy encourages leaders to focus on building the organization of the future and encourages strategizing and executing strategy with a focus on the long term. The goals are made objective and SMART (Simple, Measurable, Achievable, Realistic, Time-bound). The variable component of executives' pay is linked to their performance and their performance parameters have linkage with the ESG goals of the business.

The Nomination and Remuneration Committee recommends the Executive Directors' remuneration based on various industry criteria decided by the Board of Directors.

The company pays remuneration by way of salary, perquisites and allowances (fixed component), incentive remuneration and/or commission (variable components) to its Executive Directors within limits prescribed under the Companies Act 2013. The executive remuneration is voted and approved by the shareholders annually. In addition, ATL has established pre-defined relative financial metrics relevant for the CEO's variable compensation including compensation influenced

by operational performance and revenue growth.

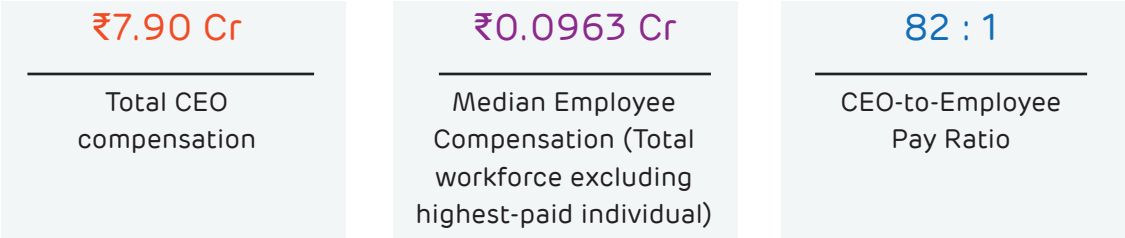
None of the Directors of the Company is drawing any remuneration from the company except the Executive Director.

There is no separate provision for payment of severance fees under the resolutions governing the appointment of Chairman and Whole-time Director. The company has not granted stock options to the Executive Directors or employees of the Company. The Executive and Promoter Group Directors are not being paid sitting fees for attending meetings of the Board of Directors and its committees.

Annual Total Compensation Ratio
(GRI 102-38, 39)

The median compensation of the total workforce, excluding the highest-paid individual, was ₹962,556. The percentage increase in the median remuneration of employees in the financial year is 8%.

CEO to Employee Pay



Conflicts of Interest
(GRI 102-25)

The board directors adopt the necessary measures to avoid situations in which their interests, whether for their account or that of another, can conflict with the corporate interests and their duties to the Company in adherence to ATL's Code of Conduct for the Board of Directors.

In all cases, Board directors shall disclose to the Company Secretary any situation of direct or indirect conflict that may exist between their interests or those of persons related to them, and the interests of the Company.

Board Oversight

The various board committees are set up under the formal board approval to carry out defined roles performed by board members. The board supervises the committees and is responsible for their actions. The committees are constituted to address specific activities and ensure a speedy resolution.



Code of Conduct

(GRI 102-33, 34)

The Code of Conduct expects all the company members to act in accordance with the highest standards of personal and professional integrity, honesty and ethical conduct.

The Company Secretary of ATL directly oversees the strict compliance to the Code of Conduct and reviews the Code's effectiveness. Suspected and reported violations of the Code are appropriately investigated and action is taken by the Chairman of the Board or the Audit Committee.

Further, to review the compliance with the Code of Conduct, the members of the board and the senior management affirm the compliance with the Code annually, based on which an annual compliance report is prepared and evaluated by the Company Secretary to review the effectiveness of ATL's Code of Conduct.

The company has adopted an anonymous whistle-blower policy and has established the necessary vigil mechanism for employees and directors to report concerns about unethical behaviour, according to the Companies Act 2013 and SEBI regulations. The policy enables the employees to report potentially illegal and unacceptable practices without fearing victimisation and reprisal. It aims to guide good

governance practices and to ensure that concerns are properly raised and addressed. The Vigilance and Ethics Officer is responsible for monitoring the effectiveness of the policy and dealing with concerns raised and reports filed.

To make a more effective and controlled mechanism, employees can lodge a Protected Disclosure to the Chairman's Office directly through a designated email address.

Further, to address the concerns of the external stakeholders and public members, email IDs of senior management are made available in the public domain. ATL's annual report of FY 20-21 includes the emails IDs of the Company Secretary (E-mail ID: jaladhi.shukla@adani.com) and Chief Sustainability Officer (E-mail ID: csotransmission@adani.com) for this purpose.

In the reporting period, no breaches have occurred with respect to ATL's Code of Conduct.

Compliance

(GRI 102-11, 17, 205-1, 2, 3, 206-1, 419-1)

ATL's ethical principles are enshrined in a Code of Conduct that unequivocally rejects illicit business practices of any kind or inappropriate behaviour in the workplace. The company has a dedicated Code of Conduct for its directors and senior management and all its employees. All company employees are trained on the Code of Conduct during induction and after that on annual basis.

Preventing Corruption and Bribery

To have a robust system in place, the Anti-corruption and Anti-Bribery clause is incorporated as a part of the Employee Code of Conduct, Supplier Code of Conduct and the Code of Conduct for Board of Directors and senior management of the company. The Code of Conduct for the board and the senior management strictly prohibits all directors, members of senior management and their immediate families from accepting any payments or gifts from persons or firms the company deals with.

The Anti-Corruption and Anti-Bribery policy is communicated to all employees of ATL via their appointment letter, Code of Conduct and by displaying the policy on the company's employee portal. Further, to ensure compliance, all employees are trained on the Anti-Corruption & Anti-Bribery Policy and the Code of Conduct at the time of their induction and annually thereafter. ATL's annual online mandatory training on the zero-tolerance policy ensures employees can recognise, avoid, raise concerns and report any potential instances of bribery or corruption. Managers at all levels are responsible for training the employees on the Anti-Corruption and Anti-Bribery Policy.

In order to ensure that the business partners also practice the same high ethical standards as of ATL, the Anti-Corruption and Anti-Bribery Policy is communicated to our contractors, suppliers and other third parties through ATL's Supplier Code of Conduct and the vendor agreements. According to the Supplier Code of Conduct, all ATL's suppliers must refrain from offering or accepting any undue payment or other considerations either directly or indirectly.

It is also one of the key elements in ATL's Supplier Risk Assessment. As a part of supplier evaluation, ATL checks their policies on bribery, corruption and whistle-blower before the business agreement.

ATL has made zero political and charitable contributions in the reporting period to ensure thorough compliance to Anti-Corruption and Anti-Bribery Policy and regulations. In FY 2020-21, no violations of Anti-Corruption and Anti-Bribery policy were reported.

Anti-Competitive Practices

Transmission development and operations in India is a licensed business and the annual revenues are governed by contracts. Thus, competition doesn't affect revenues over the concession period once the project is awarded and service agreements are signed. The Competition Commission of India (CCI)

acts as a watchdog in identifying and curbing any anti-competitive practices.

Transmission system planning in India is an elaborate process and involves coordination and consultation with transmission utilities and other stakeholders keeping in view the overall optimization on the National level.

There have been no legal actions or litigations against us regarding the same during the reporting period. In addition, the company has recorded zero cases of non-compliance and is committed to ensuring a 'zero non-compliance' status.



Customer Orientation and Value Creation

Customer Centricity

(GRI 418-1, 419-1)

Adani Transmission, a company that serves three million-plus distribution customers, strives to guarantee a reliable, safe, and continuous supply of electricity and customized solutions of affordable power for all its customers. The company focuses on delivering quality service, which involves listening closely to customers' needs and expectations. ATL understands the importance of intangible aspects of service and focuses on directing activities that effectively address them. The multiple areas of activity include:

- Development of easily accessible and highly responsive contact methods and channels
- Improvement of back-office processes
- Active monitoring of complaints and inquiries to reduce processing times and ensure proper management
- Analysis of customer reports to understand customer perception and take appropriate corrective actions immediately without compromising customer satisfaction

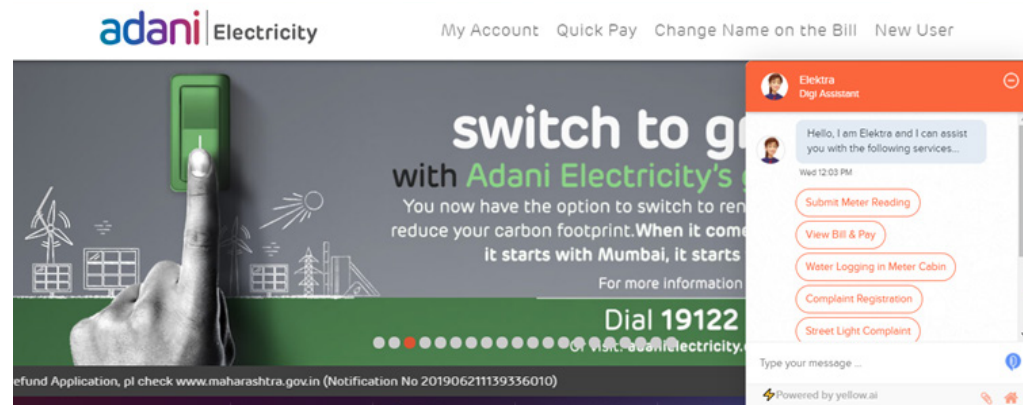
Service Excellence

AEML continues to maintain its unmatched service portfolio by providing the best quality of service to its customers. The company's customer centric approach is reflected in the form of multilingual bills, more than 2,000 payment avenues, 24X7 multilingual toll-free number, modern customer care centres and a bouquet of technology-driven value-added services. The company is committed to create new and innovative approaches in operations and services that contributes to the enhancement of customer experience. Accordingly, several developments are in progress under in-house mobile-based productivity applications for efficient Meter Reading, Bill Distribution and New Connection. Vigilance Activities are being taken up by the company to provide world-class customer care services with the help of advanced technologies.

ATL's operations have certified management systems based on international standards of quality and health and safety, thus assuring its customers with industry best service.

Communication and Customer Relations

A transparent, trustworthy, and appropriate relationship with customers is critical to the company's sustainability and strengthening stakeholder relations. ATL offers customers various channels of communications ranging from face-to-face service to websites and has carried out several projects seeking to improve communication and effectively satisfy their needs, providing the most rapid and opportune response possible to address potential incidents.



Communication channels with customer

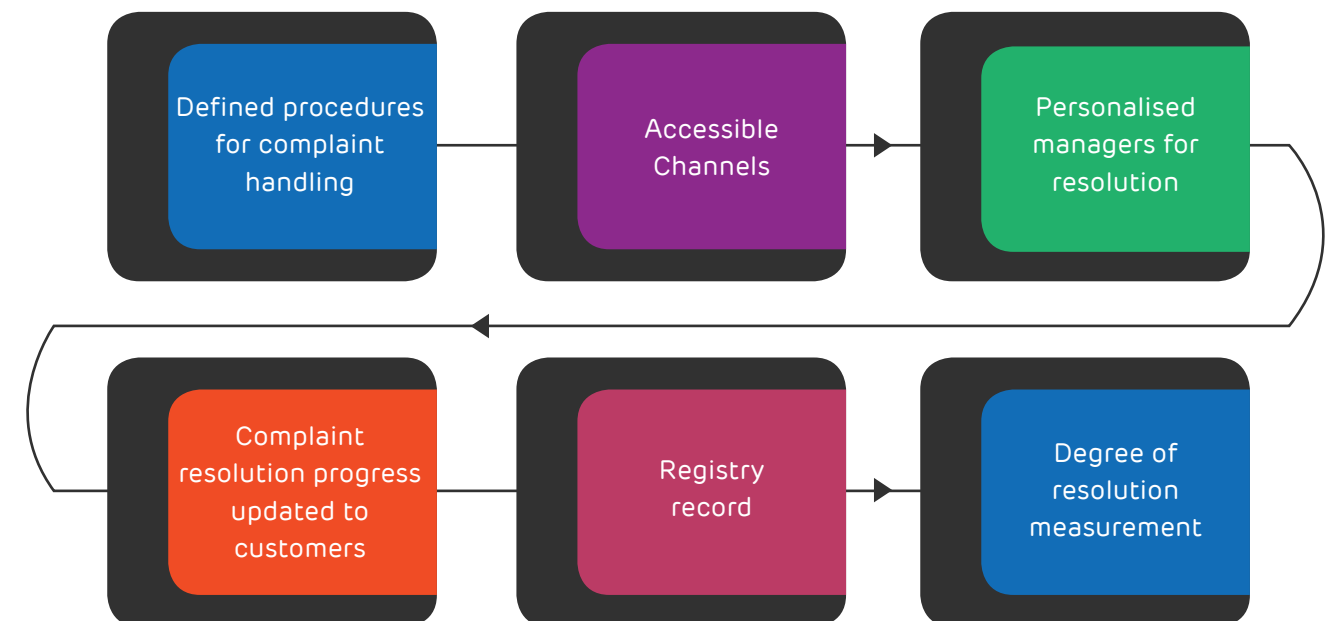


Key initiatives taken by ATL in the reporting period to improve communication with customers are:

1. Genius Pay, a payment and service channel, has been established to receive and address the queries and complaints of customers efficiently as well as to improve ease of payment
2. An online business account with a chatbot has been introduced, which acts as a first-in-class feature to enhance self-help
3. Contact centres have been thoroughly revamped for better inbound call handling, leading to a reduction in average wait time and reduction in call abandonment rates

Through its communication channels, ATL constantly monitors the queries and complaints received from its customers to understand the customer's perceptions and any ongoing critical issues. This allows the organisation to implement the appropriate corrective actions and provide rapid response. Any complaint received is addressed by appropriate personalised managers and is escalated if necessary.

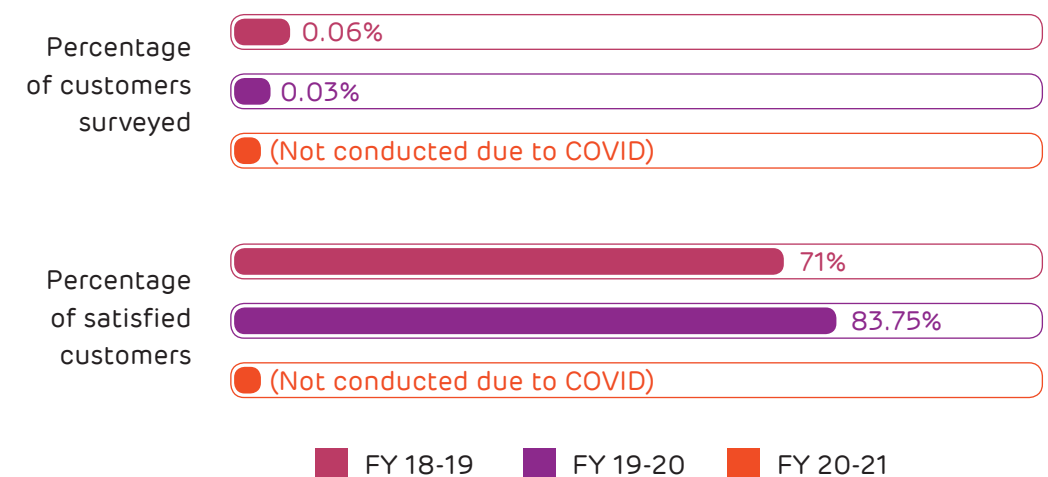
Complaints and claims handling



Customer reports are managed through dedicated channels and analysed by a specific working group so that the most suitable actions are taken, both at the complaint management stage and, above all, in preventing the underlying causes. In the current reporting period, ATL has not received any major complaints from its customers.

Customer Satisfaction

ATL conducts a customer satisfaction survey periodically to monitor whether our services are meeting expectations followed by identification of gaps if any.



Customer Data Protection

ATL captures and analyses consumer data for improvement in customer services intending to make the grid smarter. However, ATL understands that customers are the actual owners of their data, and without their consent, no data should be collected, processed, or used by any corporate entity.

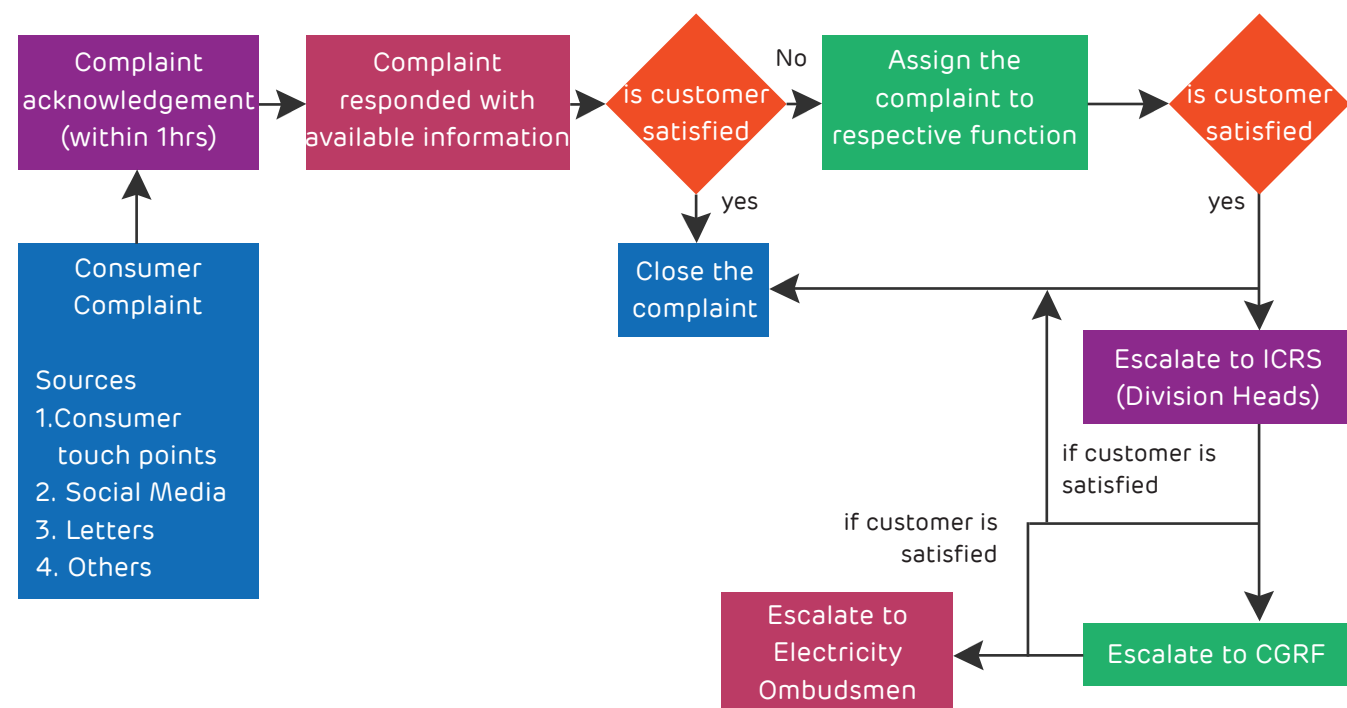
To ensure customer data protection ATL transparently educates all its customers on data collection and its usage, including the nature of information captured and how the information is protected. In the reporting period, the company has reported no customer privacy breaches.

Customer Grievance Redressal Mechanism

To ensure that consumer grievances are resolved with speed, a robust Consumer Redressal Process Flow is followed.

FY 2020-21	Commercial	Technical
Complaints	84,000	515,985
Resolved	99.95%	99.91% within three hours
*03 numbers were escalated to CGRF		

Process flow for complaint resolution



Enterprise Risk Management

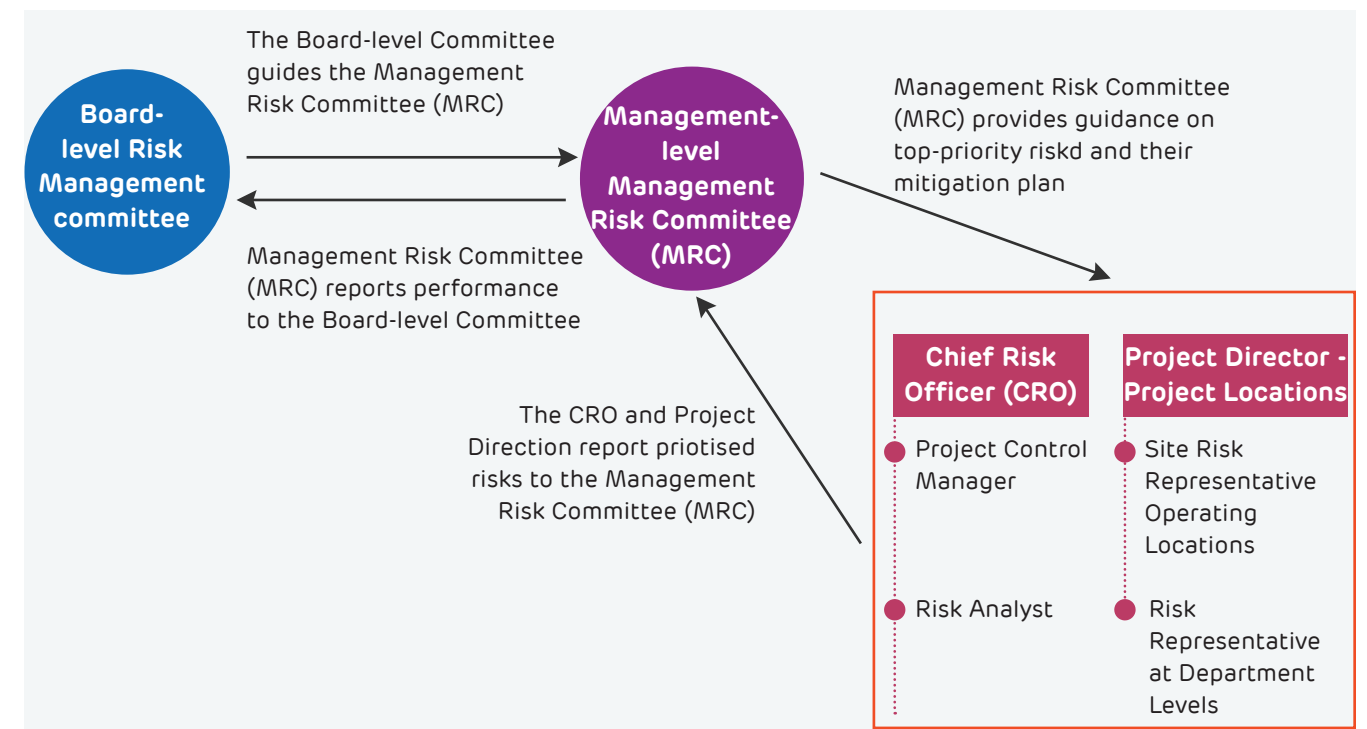
(GRI 102-11,15)

ATL has established an Enterprise Risk Management framework consistent with the Committee of Sponsoring Organisations of the Treadway Commission (COSO) framework to effectively manage the risks identified to achieve sustained value creation over the long term. Risk management is a process driven by ATL's Board of Directors who are assisted by the Audit Committee and Risk Management Committee, which reviews and monitors the effectiveness of the company's internal risk control and management process in accordance with the corporate governance requirements.

Risk Governance

The comprehensive nature of the Risk Management System at ATL guarantees effective involvement of all the organisational units and ensures that the different governing bodies responsible for risk control are kept fully informed regarding the management of risks. Accordingly, the responsibility of risk management at ATL is assigned to committees, departments, and people at multiple levels of the organisation.

ATL Risk Governance Structure



Board-Level Risk Management Committee - Audit Committee and Risk Management Committee of the Board provide oversight to the identification and management of the most significant risks and are responsible for reviewing and monitoring the effectiveness of the company's risk management processes. The Board oversees the activities of the Audit Committee and Risk Management Committee, the Company's external and internal auditors, and the Company's risk management function. The Board-level committee guides the Management Risk Committee (MRC).

MRC - assesses, manages and reports on all significant risks, their impact on ATL's business, and the mitigation measures identified and planned to the Board-level committee. The Committee also assesses the effectiveness of the risk identification process and guides top-priority risks and their mitigation plan to the Business Risk Team (BRT) and Functional Risk Committees (FRCs).

FRC - represented by cross-functional members are assigned the responsibility of monitoring the management of the identified risks in respective business units.

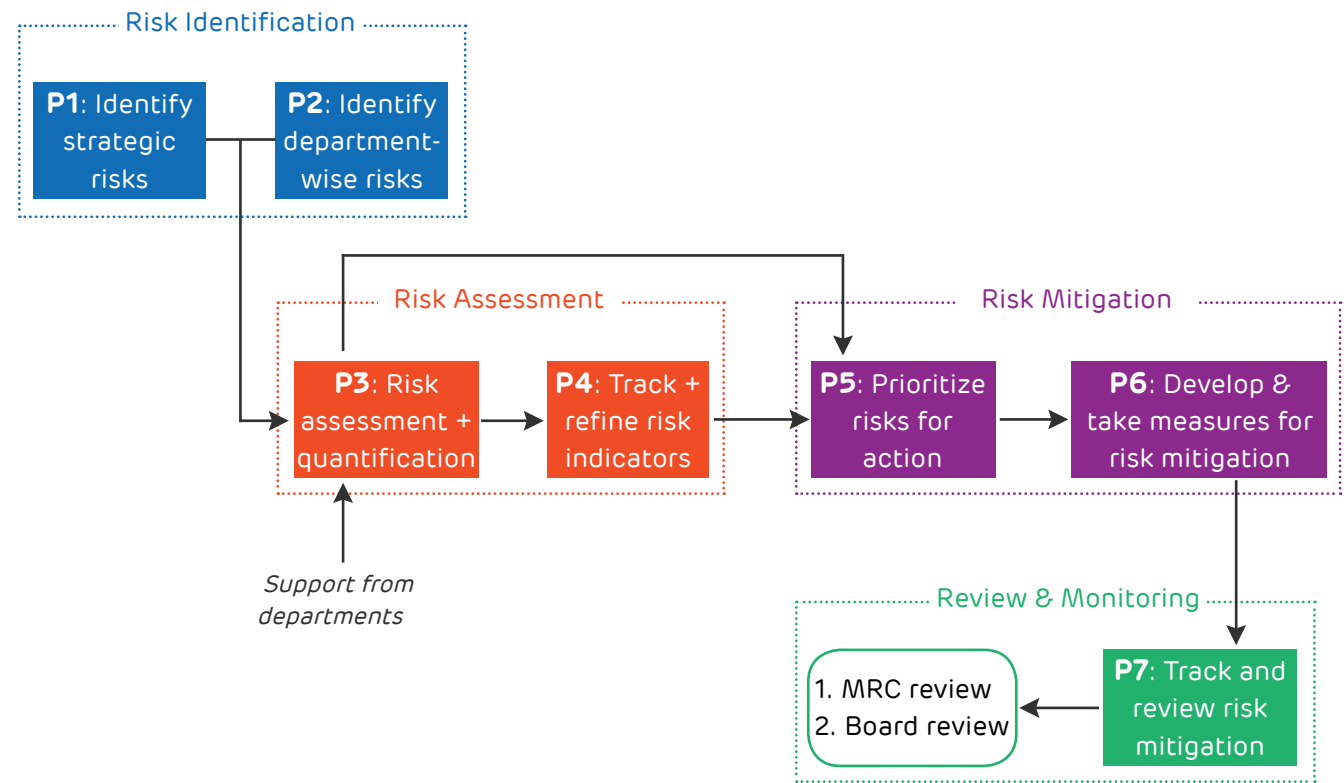
BRT - of ATL is assigned the responsibility of overall supervision and coordination of risk management at the different business units. Risks identified by functional and site risk committees are evaluated and high potential risks are reported with a mitigation plan to the Business Risk Committee.

The Chief Risk Officer (CRO) is the highest-ranking person with dedicated risk management responsibility on an operational level and reports directly to the CEO. The CRO is dedicated to supporting senior management in the definition of risk analysis, management and monitoring policies, and in the effective coordination of the actors involved in the risk management process to maximise its efficiency and reduce duplication of activities.

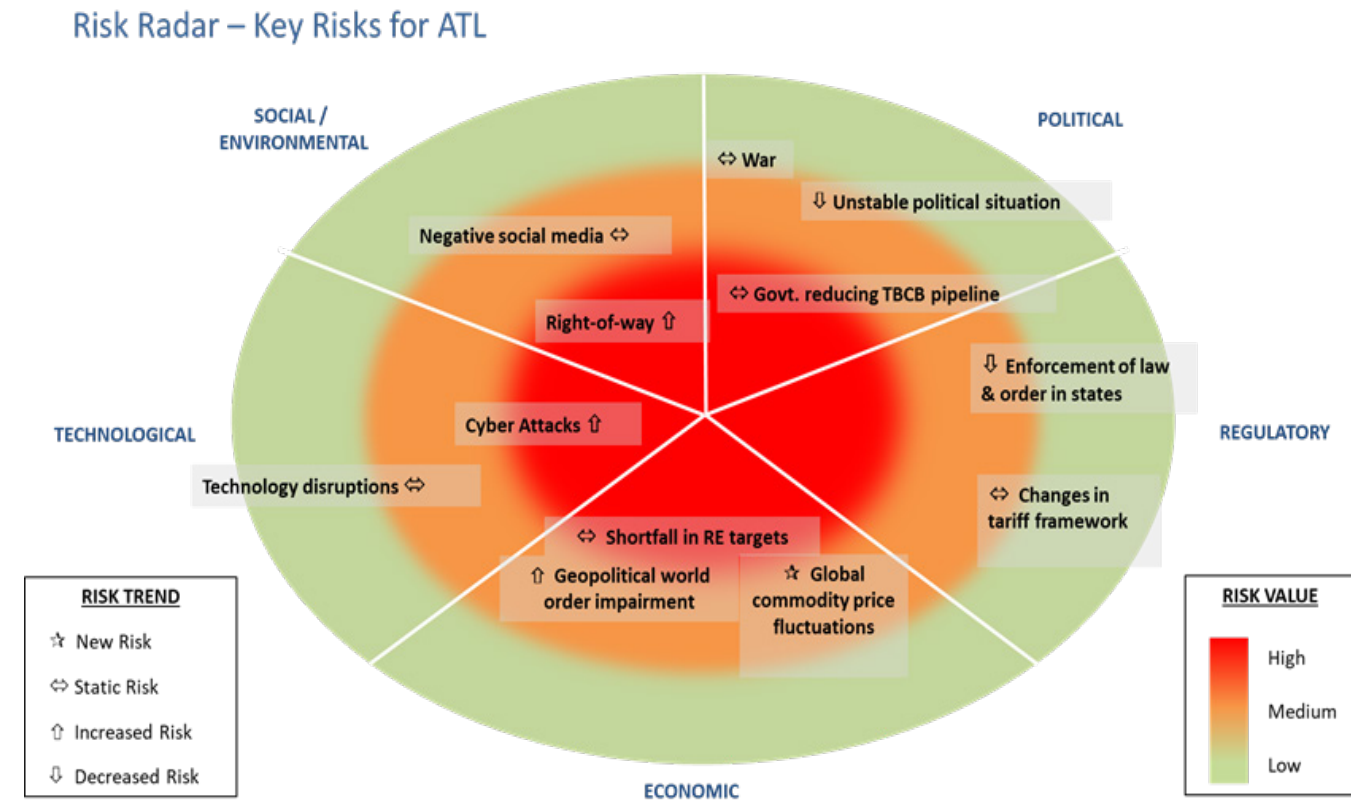
Risk Management Framework

ATL's Enterprise Risk Management Framework focuses on the early identification of key risks and conducts detailed consideration of the existing levels of mitigation and the management actions required to either reduce or eliminate the risk. The risks identified are prioritized and evaluated to understand the probability and magnitude of impact on business followed by an appropriate management plan.

ATL's risk management framework takes into account key TCFD aspects.



The following risk probability/impact matrix and risk map were developed due to the detailed risk evaluation process carried out by ATL, and it reflects the distribution of the risks identified according to their priority.



Focused training throughout the organization on risk management principles:

- ESG including safety and business excellence has weightage 5% to 10% in KRA.
- Employees participate through suggestion boxes and expert opinion on business risks is sought. Internal audit reports, identifying control weaknesses and strategic challenges, are used.
- Monthly cross-functional meetings for risk identification, assessment and monitoring are scheduled and adhered to ensure continuous improvement in risk management.



Risk Mitigation

Based on the risks identified and evaluated, a decision has to be taken for risk treatment. A decision on Accept, Treat and Transfer is taken for every enterprise risk. Having decided to treat the risk, a mitigation plan needs to be finalized based on cost-benefit analysis. Selected mitigation measures are tracked for their implementation and achieving the desired outcome in terms of time and benefit. While developing a risk mitigation plan, a risk indicator is identified to track movement in enterprise risk.

Apart from the above, to develop mitigation measures including Disaster Management and Business Continuity Planning, scenario analysis is undertaken.

The board prioritises resourcing by risk evaluation of new projects before bidding for the project and this is presented to Managing Director (MD) before finalizing the technical and financial bid.

For Senior Managers:

Variable pay linked with overall performance includes including ensuring risk-related processes are identified and embedded in the organization, also mitigation measures are put in place to mitigate strategic, operational, and other risks including Business Continuity Processes and Disaster Management plans.

For Line Managers:

Variable pay linked with overall performance includes including ensuring risk-related processes are identified and embedded in the organization, also mitigation measures are put in place to mitigate strategic, operational, and other risks including Business Continuity Processes and Disaster Management plans.

Monitoring and Reporting

Each risk owner, functional head monitors movement in enterprise risk and its mitigation plans. Monthly reports are made, and appropriate steps are taken for correction and improvement.

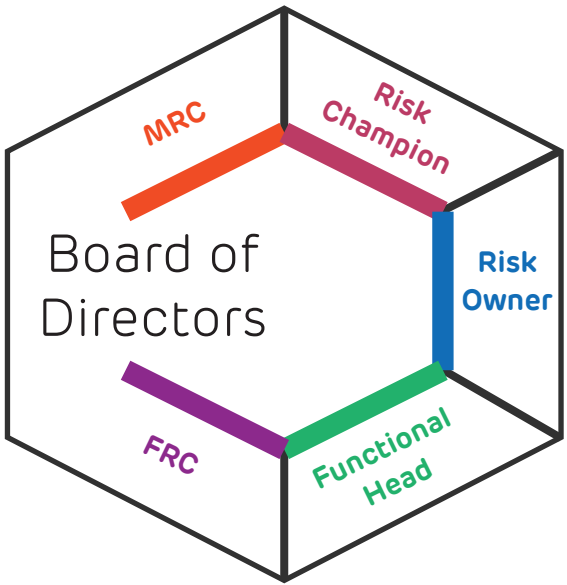
Monthly risk reports



Review, action planning and escalation

The monitoring and reporting of enterprise risks and the status of mitigation plans help us to understand trends in various risks, the importance of various mitigation measures, etc. Review by Functional Committee followed by Senior Leadership Committee helps to identify focus areas and mitigation plans to be worked on to drive the positive trends in enterprise-level risks.

Escalation structure for risk



Performance Evaluation of Risk Management Process (GRI 102-30, 103-3)

ATL has established key performance indicators to monitor and evaluate the effectiveness of the Enterprise Risk Management process:

Type of Performance Measure		Frequency
Efficiency (In-Process) Measure	Risk Mitigation Completion Index	Monthly
	Number of enterprise risks missed out from the risk universe	Quarterly
	Accuracy in the absolute value of enterprise risks	Quarterly
Effectiveness (Outcome)	Number of enterprise risks that missed out as part of risk register and hit the organisation resulting in organisational loss	Half Yearly
	The residual value of enterprise risks showing the positive declining quarterly trend	Quarterly
	Number of unplanned businesses discontinuity	Monthly
	Recovery from business discontinuity within the timeframe expectations of customers of the organisation	Quarterly

Risk including strategic and tactical risks are discussed at least once in six-month, and more often depends on an external trigger.

The Key Risks identified and mitigation strategy are mentioned on pages 142-143 of [ATL's Annual Report FY 20-21](#).

Sensitivity Analysis and Stress Testing

To ensure effective risk management, ATL conducts risk assessments in the form of Sensitivity Analysis and Stress Testing to proactively capture potential risks that could generate significant impact to the business as well as to assess the health of the organisation in terms of financial risks, market risk, etc.

In this context, in FY20-21, ATL has performed Sensitivity Analysis and Stress Testing to identify, analyse and manage the following enterprise risks:

- 1. Financial risks including Credit Risk and Liquidity Risk
- 2. Market risk including Interest Rate Risk and Foreign Currency Risk
- 3. For determination of defined employee benefit obligation

Sensitivity Analysis is conducted to identify and assess the climate change-related risks inherent in ATL's operations. The organisation has adopted a climate scenario-based analysis technique using IPCC's RCP 4.5 (medium emission) and RCP 6.0 (high emission) pathways (equivalent to 1.7-3.2°C) to assess its operating sites' climate change-related projected risks and impacts. The climate change issues, including projected change in monthly maximum temperature, monthly rainfall, severe drought likelihood, and land projected to be below annual sea level were studied in this scenario analysis. The climate projections were carried out for the medium-term i.e., for a period covering 2020-2039. Climate Change Risk Assessment is covered in more detail, under the Climate Change section of this report.

Sensitivity Analysis is also conducted to analyse the baseline Water Stress Level and Drought Risk Level at ATL's operating sites. This study is conducted using WRI's Aqueduct Tool and India Water Tool to understand the future change in water availability and devise appropriate water conservation measures. The Drought Risk Level is studied as a part of climate scenario-based analysis to analyse the likelihood, frequency, and

severity of drought occurrences in ATL's operating sites and implement mitigation strategies including rainwater harvesting to recharge aquifers. Water Risk is covered in more detail under the Water Risk section of this report.

Details of Sensitivity Analysis are available at [ATL Annual Report 20-21](#).

Risk Culture

Creating a strong risk culture that enables an internal environment that is risk-aware, more resilient to external influence, and better able to adapt is paramount to ATL's risk management system. The company strives to create an internal environment where all employees clearly understand the importance of risk management. This purpose is achieved by establishing the business unit-wise Functional Risk Committees, with members from cross-functional teams, that enable risk awareness amongst employees at the unit level and a holistic approach towards risk assessment.

Continuous improvement of risk management is ensured by conducting monthly Cross-Functional Risk Committee meetings for risk identification, assessment, and monitoring and effectively reviewing the risk management practices established. A report of the prioritised risk and any feedback are provided to the Management Risk Committee (MRC).

Audit Management

Auditors are appointed for a fixed five-year term and are rotated every five years in accordance with the regulations of the Companies Act 2013. In the current reporting period, the non-auditing fees to the auditing agency exceed the auditing fees.

In addition, all auditing activities of ATL are in adherence to the AICPA Auditing and Accounting Standards norms.

Information/Cyber Security

To protect the customers' privacy, ATL has established strong cybersecurity governance intending to ensure the security and resilience of the cyber network to prevent any kind of unwanted issues with the information technology (IT) systems. At ATL, all the cybersecurity-related functions are being reviewed by the Risk Management Committee of the board. In addition to that, the Chief Executive Officer (CEO) of ATL has the executive level responsibility for establishing and maintaining the information security strategy and processes that protect information assets.

ATL has established a dedicated information and security policy to ensure that all the information assets, including data, intellectual property, computer systems, and IT equipment, are adequately and consistently protected from damage, inappropriate alteration, loss, and unauthorised use or access. Based on the information and security policy, ATL has established information security procedures for all employees to meet all regulatory and statutory requirements about the information collection, storage, processing, transmittal, and disclosure.

Being a consumer-facing organisation, the company has included Cyber Security as part of our system design. As a result, any new consumer-facing application/interface and any changes in these applications are being validated by Solution Review Board during the design phase and also being thoroughly audited by a competent third-party Cyber Security agency before it goes live. The company has deployed proven and niche technology like EDR, CASB, WAF, AIP, SIEM to protect all data and assets from any cyber incident. Apart from this, all our external IPs are being monitored through the online VAPT tool on daily basis. Additionally, detailed VAPT for all consumer-facing applications on a quarterly/six-monthly basis through external Cyber Security agencies.

A periodic vulnerability analysis, including annual penetration testing, is performed for the information technology (IT) infrastructure and its associated applications to continuously assess and monitor the resilience of the IT infrastructure and proactively identify any potential cyber risks. Mock cyber campaigns like phishing attacks are conducted and corrective actions are taken. ATL conducts various online classroom training programs regularly to create awareness among employees about cybersecurity identification - mitigation strategies.

ATL has suffered no incidents to its IT infrastructure in the reporting period, and there were no security breaches.

Tax – Transparency

(GRI 207-1, 2, 3)

The company is committed to complying with tax-related regulations and seeks to comply with the applicable tax laws along with our subsidiaries. In addition, the company avails tax incentives and exemptions as per the regulatory guidelines.

The Account – Tax department and centralized tax team are responsible for administrating the tax strategy across the organization. This department ensures the timely completion of tax return formalities as per the applicable tax regulations. In addition, our senior management periodically evaluates positions taken in the tax returns with respect to situations and establishes provisions where appropriate.

As a responsible corporate, internal controls are in place and the company is committed to ensuring compliance with applicable laws and regulations. Initiated as part of the business process transformation exercise, Management Audit & Assurance Services (MAAS) is a centralized function with direct administrative reporting to the Chairman of the Board.

The role of MAAS includes internal audit and control and reporting to the Audit Committee of the Board. To achieve the objectives of internal control, IT-enabled platforms have been implemented for mapping compliance requirements and status and ensuring time-to-time internal and external audits at all our business locations, which enables us to maintain compliance.

Public Policy Advocacy

(GRI 415-1)

Given the nature of ATL's business, the life cycle of its assets and infrastructure expands over decades, and hence, the business will experience many political and economic processes. The organisation must engage in public policy formulation and contribute to it continuously.

Accordingly, in the current reporting period, ATL has actively engaged with the regulatory and policymaking institutions providing constructive feedback regarding government policies and regulations. Adani Transmission's efforts in policy and regulations are summarized below:

Area of Interest	Opportunity Identity	Issue Addressed	Public Policy Advocacy
Transmission	TBCB projects	TBCB in Intra-state transmission remains low	<ul style="list-style-type: none">At the current pace, TBCB may remain limited in intra-state investments. Significant market development and advocacy efforts are required by Adani, which can lead to a sharp rise in the addressable market, creating additional opportunities for growth
Distribution	Privatisation	Privatization is not on the reform agenda. Despite the large market, limited opportunities expected	<ul style="list-style-type: none">Gol schemes are targeted at reforming utilities under their current ownership structureWidespread privatization of state-owned discoms is unlikelySignificant advocacy efforts are required
Distribution	Modified DF model	Only a few DF transactions are coming to market, and that too for small/unattractive areas, despite the continuance of high losses in several large cities	<ul style="list-style-type: none">Given the choice of towns in the recent past DFs it does not add much business value to ATL's growth plansSignificant advocacy efforts need to be invested for states to offer sizeable/better areas and adopt the modified DF model
Allied Business	District Cooling	While public utilities are likely to get external expertise for this, the current models do not encourage large and serious power sector developers	<ul style="list-style-type: none">The share of SI in total business size is low despite having a major chunk of operational risks. Taking a larger role like EESL could be an attractive proposition. However, this requires policy advocacy with states

Area of Interest	Opportunity Identity	Issue Addressed	Public Policy Advocacy
	Integrated Utility	The concept does not exist in the country, there is a need to create a demonstration project for shaping up policy	<ul style="list-style-type: none">Identify select division/sub-division in Mumbai License area and work with eco-system players to create an integrated offeringRoll out of integrated services after necessary regulatory approvalsReview outcomes and develop a plan for further roll-out



Economic Value Creation

(GRI 102-45, 201-1, 4)

ATL through its business operations endeavours to deliver consistent economic benefits to all its stakeholders. The company is committed to sustainably driving the business operations by achieving operational excellence, investing in digitisation, automation, and innovation; thus, creating and distributing economic value across the value chain.

Direct Economic Value Generated and Distributed (INR crore)			
Key Performance Indicators	FY 20-21	FY 19-20	FY 18-19
Direct Economic Value Generated (EVG)	10,226.16	11,448.52	7,656.64
Revenue from Operations	10,293.92	11,415.96	7,305.45
Other Income	165.01	265.33	255.35
Net Movement in Regulatory Deferral Balance	(-232.77)	(-232.77)	(+95.84)
Benefits from Government	Nil	Nil	Nil
Economic Value Distributed (EVD)	7,191.44	9,568.01	6,215.29
Operating Expenses*	5,081.82	5,927.15	3,925.83
Employee wages and benefits	894.15	973.24	586.92
Payments to Providers of Capital**	1,142.21	2,238.49	1,391.03
Payments to Government***	50.84	410.99	293.60
Community Investments	22.42	18.14	17.91
Economic Value Retained EVR = EVG - EVD	3,034.72	1,880.51	1,441.35

*Operating expenses include the cost of power purchased, cost of fuel, transmission charges, raw material consumed, purchase of finished goods, increase/decrease in WIP (work-in-progress), depreciation, and other expenses, excluding CSR.

**Payment to providers of capital includes finance cost paid, the dividend paid to shareholders, and distribution on Unsecured Perpetual Securities

***Payments to government by country include income tax paid (net of the refund received)

Credit Rating

International - Obligor Group

- Fitch has provided a credit rating of BBB-/ Negative on the dollar bond
- S&P has provided a credit rating of BBB-/ Stable on the dollar bond
- Moody's has provided a credit rating of Baa3/ Negative on the dollar

International - USPP

- Fitch has provided a credit rating of BBB-/ Negative on the dollar bond, with an underlying rating of BBB
- Moody's has provided a credit rating of Baa3/ Negative on the dollar bond

International - AEML

- Fitch has provided a credit rating of BBB-/ Negative on the dollar bond
- S&P has provided a credit rating of BBB-/ Stable on the dollar bond
- Moody's has provided a credit rating of Baa3/ Negative on the dollar bond

Domestic

- India Ratings provided a credit rating of Ind AA+/ stable on ATL's NCD

The following ratings are the SPV ratings provided by some rating agencies to subsidiaries of Adani Transmission Ltd:

Subsidiary company	Rating agency	Rating
ATL	CARE, India Ratings	AA+
AEML	India Ratings	AA+
WTGL	India Ratings	AA+
WTPL	India Ratings	AA+
MTSCL	CARE	A
ATSCL	CARE	A
ATBSPL	India Ratings	AA-
FBTL	CARE	A-
NKTL	Brickwork	A-
OBTL	Brickwork	A-

Business Opportunities

The following table lists down the ATL's opportunities in the transmission and distribution (T&D) sector:

Business Opportunity	Description
Greenfield TBCB market	Projects worth 52K+ Cr are in the pipeline for the next 1 year
Acquisitions	Several active M&A opportunities are in the pipeline for ATL
International Expansion	Explore transmission opportunities in neighbouring countries based on existing strengths in India
Distribution Business	The government has initiated the process for increasing private sector participation in the power distribution sector
Project Plug	Distribution to be delicensed, multiple DISCOMs per region
Transmission EPC	Using its experience in EPC, Adani can attempt to grow organically; however, margins remain wafer-thin
Transmission O&M	Limited scope for bringing in a new framework for entry of more prominent and more skilled players
Railway Electrification	Scope to combine offerings on the power supply and infra development
Grid Connected Battery Storage	The upcoming ancillary market for transmission-level storage services should be an attractive proposition
EV charging infrastructure	The growing market for an independent and scalable offering across India but margins uncertain
District Cooling System	Innovative, high-energy efficiency & low-cost cooling solution to meet fast-growing space cooling demand in India
Home Automation	Offering smart devices & platforms to address a fast-emerging market across India
Solar Rooftop Services	Offering a pro-consumer, platform-based distributed generation offering in its distribution license areas

Business Opportunity	Description
Integrated Utility Management	Integrated Utility Services (Franchisee for Gas + Water + Broadband) in DISCOM areas
Infra development for Large RE and Industrial parks	Large-scale deployment of renewable electricity generation requires well-planned infra development, including a transmission network within the park. Long-term transmission planning, based on potential growth in electric loads and generation resource expansion options, is critical to maintaining the flexibility required for a reliable and robust transmission system.
Laying of OPGW fiber in ATGL infra footprint	Augmentation/Build-up of High-capacity network using existing PAN-India ATGL OFC infrastructure and harnessing the telecom related opportunities offered on this proposed high-capacity OFC network
Consulting as a Service	Apart from future acquisitions, ATL can use its expertise in improving asset performance by providing consulting services/business solutions to other state transmission utilities

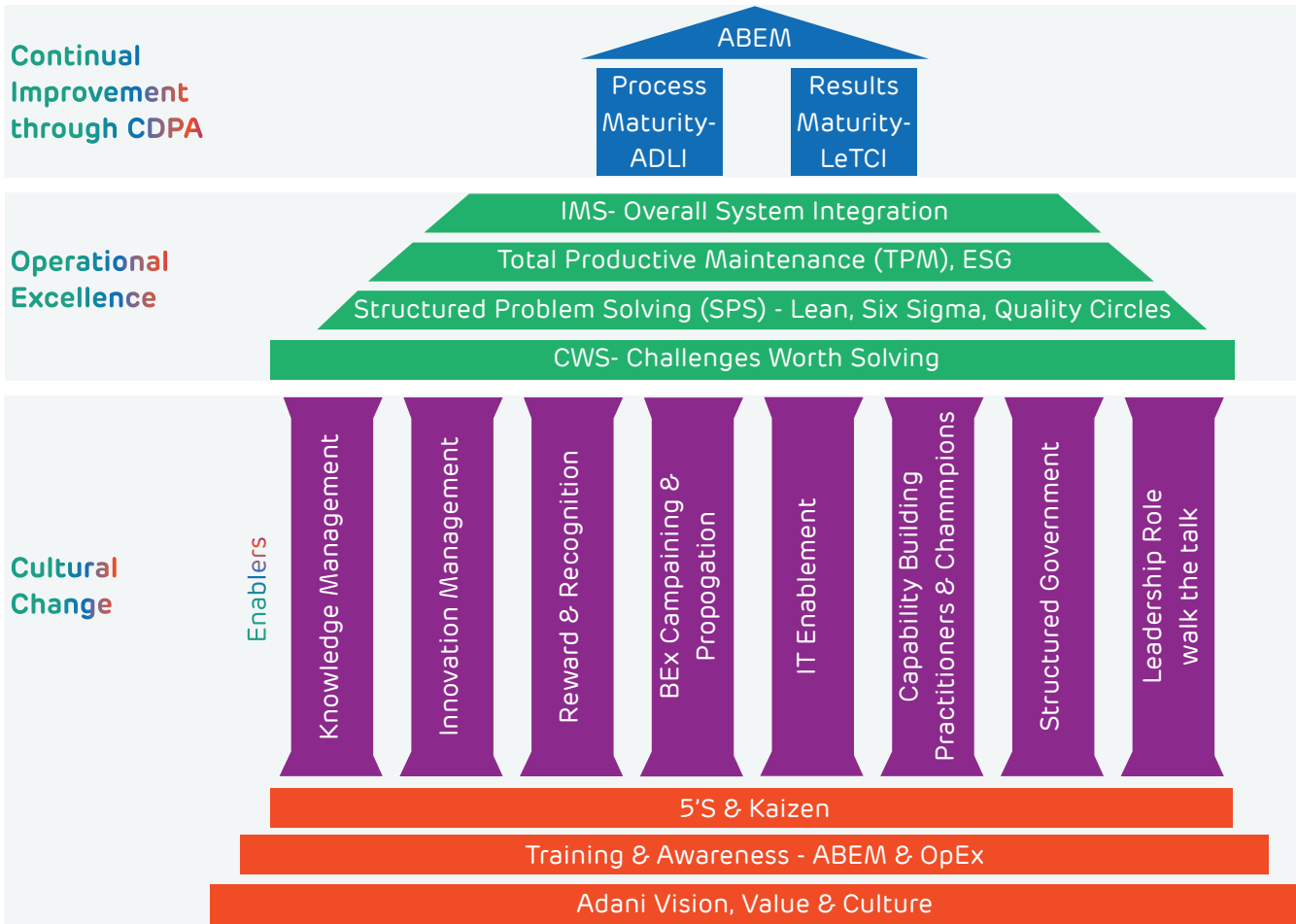


Business Excellence

Adani Transmission constantly strives to achieve excellence in every aspect of its business. To aid this pursuit, the organisation has established a Business Excellence framework that aims at developing and strengthening the existing management systems and processes of ATL to improve performance and create value collectively for all its stakeholders.

ATL's Business Excellence model, developed in congruence with the Malcolm Bridge Excellence Model (MNNQOA), enables the organisation to attain excellence in operations, leadership, strategy, customer focus, information management, and people management. In addition, it allows ATL to objectively evaluate its management systems and performance and compare that performance with industry best practices, thus enabling continuous improvement.

ADANI Business Excellence Model



Management System Certifications

The international norms adopted and planned to be included in the Integrated Management System of ATL and its subsidiaries are as follows:

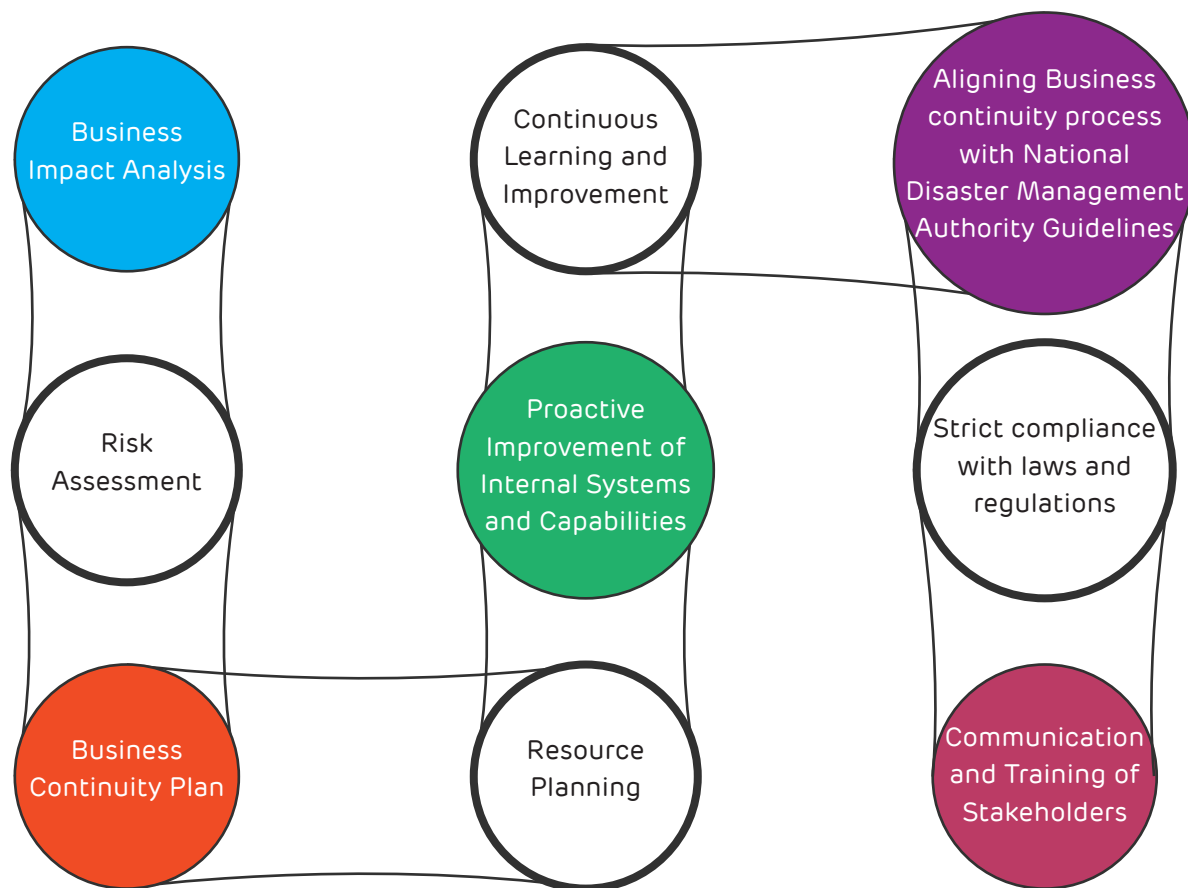
		ATL Business			
		Subsidiaries holding transmission assets and systems	AEML – Generation division	AEML – Transmission division	AEML – Distribution division
Norm implemented	ISO 9001:2015 (Quality Management System)	Certified	Certified	Certified	Certified
	ISO 14001:2015 (Environment Management System)	Certified	Certified	Certified	Certified
	ISO 45001:2018 (Occupational Health And Safety)	Certified	Certified	Certified	Certified
	ISO 50001:2018 (Energy Management System)	Certified	Certified	Certified	Certified
	ISO 55001:2014 (Asset Management System)	Certified	Certified	Certified	Certified
	ISO 27001:2013 (Information Security Management System)	Certified	Certified	Certified	Certified
	ISO 22031:2012 (Business Continuity Management System)	Certified	Certified	Under Progress	Certified
	ISO 27031:2011 (Disaster Recovery)	Certified	Certified	Certified	Certified
	ISO 26001 (Social Responsibility)	Certified	Certified	Under Progress	Under Progress
	SA 8000 (Social Accountability)	Under Progress	Certified	Under Progress	Under Progress

● Certified ● Under Progress

Business Continuity and Succession Plan

ATL's strategy for continuing business in the event of a potential threat or disruption is to ensure the safety and security of all its employees and to continue critical business functions and delivery of services, thereby protecting shareholders' value, improving governance process, achieving the strategic goal and being well equipped for adverse situations.

ATL's Business Continuity System



The Business Continuity Process of ATL is aligned as per the guidelines from the National Disaster Management Authority for exigencies.

Business Impact Analysis (BIA) is a crucial process in the Business Continuity System of ATL. It is administered across the organisation's business functions to determine the crucial business activities effectively. These functions are considered first-in-line for the implementation of a Business Continuity Plan. Any activity/department which is termed 'critical' if non-functional for a few days leads to hampering the business. Therefore, the BIA enables ATL to focus its risk assessment and resource planning on the mission-critical activities of the business.

Risk Assessments are conducted regularly to identify the internal and external threats, associated liabilities, and exposure, including risk concentrations that could cause potential disruption to the classified critical activities. Proactive risk assessment allows the Business Continuity System to evaluate likelihood and vulnerability to a potential threat and establish a risk appetite and action plan for the same.

Employees and other key stakeholders are communicated, instructed, and trained on emergency preparedness and the Business Continuity Policy. BCP mock audits and drills are conducted regularly to ensure preparedness in emergencies/exigencies and are an essential part of the larger Business Continuity Management Plan.

Succession

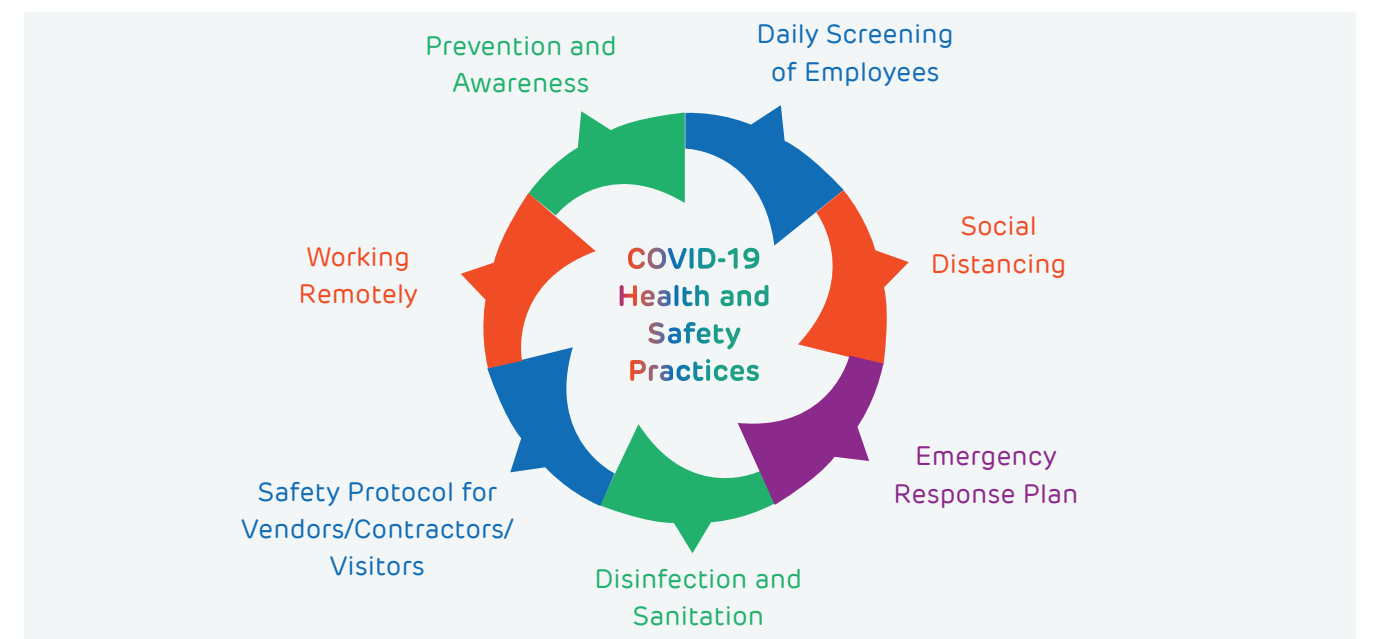
Leadership Succession is a top priority at ATL, and a talent council has been formed at the Business level for the identification and development of successors for leadership positions.

A robust succession plan with identified successors is chalked out at ATL. All critical positions are well identified and succession planning is in place with the identification of successors in three buckets including Ready Now / Drop Dead successor. All identified successors are taken through psychometric and competency assessments. Individual Development Plans (IDP) of identified successors are prepared including training, on-the-job assignments, and developmental interactions to bridge the gaps. The IDPs are monitored for implementation on monthly basis.

Response to COVID-19

India and its power sector have been facing disruptions caused by the economic and social impacts of COVID-19. ATL is combating the pandemic through business resilience, proactive stakeholder communication, and by working with and supporting each other. The organisation's operations have continued with minimal disruption ensuring effective service to all its customers.

Adani transmission considers its employee's health and safety of prime importance in these challenging times. The organisation has initiated special risk mitigation measures for disease prevention and handling to ensure and enhance the same. The mitigation measure includes educating employees over new norms of social distancing, hygiene practices, screening of employees and stakeholders, and focus on disinfection and online health monitoring of employees, carried out from time to time.



Initiatives taken towards the safety of stakeholders and business continuity are as follows,

- ATL's sub-station O&M staff are quarantined within the sub-stations with all arrangements for congenial and safe living and working environment
- The transmission line staff are on home quarantine and are available to attend any emergency
- Travel advisories have been issued, and IT & Technology enablement measures are in place to facilitate remote working and seamless connectivity
- Regularly updating and communicating disease preventive measures, guidelines and communication to employees
- Sanitation and disinfection of all workstations and sites
- 100% screening of employees daily
- Working closely with our associates and service partners through digital means to ensure continuity of services
- Remote working is rolled out in a phased manner. Operations with minimum staff / voluntary staff, and the rest of the employees are working remotely.

Business Continuity during COVID-19

While ensuring all its stakeholders' health, safety, and hygiene, ATL has been maintaining business continuity near to100% availability of assets and networks.

- The remote work arrangements have not affected the ability of the ATL's team to carry out regular business.
- Since power transmission comes under 'essential services', there has been no hindrance in travel under emergency conditions and maintaining the availability of assets
- Transmission revenue/incentive is not impacted since the revenues are directly related to the availability of the assets and have no relation to the power flow

- There is no impact on our financial reporting system and internal operations, as the team works from home with requisite system availability.

Further, the Adani Group as a whole has contributed ₹114 Crore to the PM Cares Fund for COVID relief in FY 20-21. The Adani Group continues to provide additional resources to support the Government and its fellow citizens in these testing times.

The fight against COVID-19 continues to progress in the right spirit and direction.

Sustainable Supply Chain

(GRI 102-9, 10, 204-1, 308-1, 2, 414-1, 2)

The core of ATL's operations lies in the philosophy of shared value creation and inclusive growth. The company ensures adequate measures are integrated with regard to environmental and social parameters not only across the organization but also in the value chain.

All suppliers, contractors and business partners involved in ATL's supply chain are expected to share the same values and standards as the organisation concerning Governance, Social and Environmental performance. The company is committed to extending these sustainability criteria throughout its extensive value chain while continuously working together with its supply chain partners to tackle risks and improve its responsible procurement practices.

ATL has an established Responsible Supply Chain Management policy that effectively governs the organisation's supply chain management practices and its integration with the environmental, social and governance aspects.

Supplier Code of Conduct

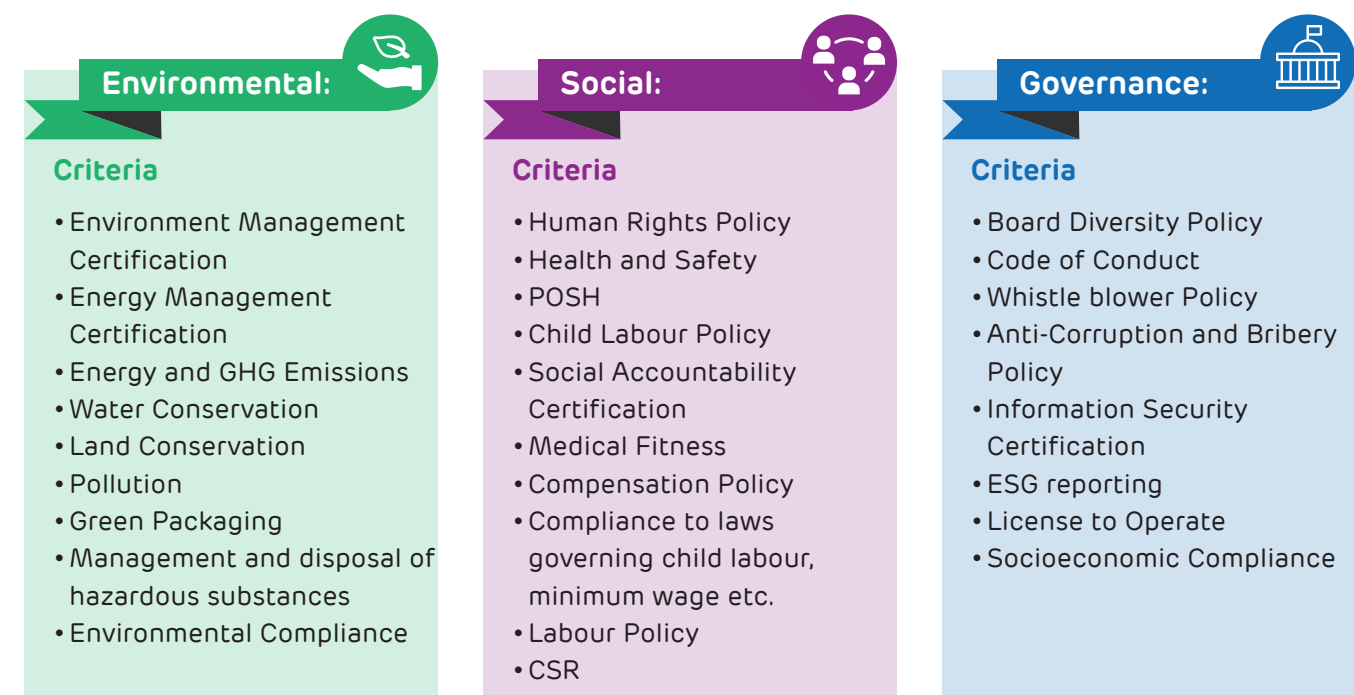
ATL endeavours to engage with suppliers who conduct themselves lawfully and ethically,

protecting human and labour rights, health and safety, information security and the environment. To achieve this, ATL has established a Supplier Code of Conduct that effectively communicates its expectations, corporate values, and culture with its suppliers and serves as a guideline in evaluating prospective business partners.

The Supplier Code of Conduct covers all essential components as per global standards such as protection of all aspects of human rights, environment and occupational health and safety. Similarly, the code also lays down governance-related provisions such as compliance with all applicable regulations, anti-corruption and bribery and business ethics. The supplier code of conduct is applied to 100% of the existing suppliers and all potential suppliers are required to comply with its provisions.

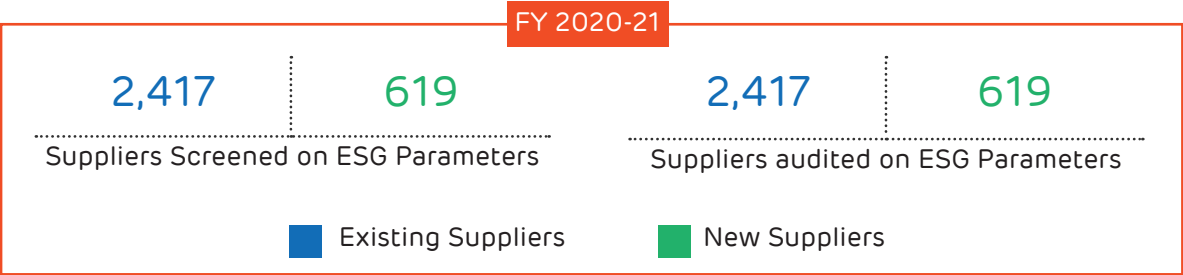
Supplier Screening and Evaluation Criteria

ATL has established a Supplier Screening and Risk Assessment Framework to evaluate all potential new suppliers as an integral part of the vendor onboarding. Within this framework, the company has developed a comprehensive Supplier Risk Assessment Score Card, which incorporates significant screening and pre-qualification criteria including ESG aspects, credentials, capability to execute assignments, quality norms and, compliance to statutory requirements. The Score Card is utilised to evaluate the mechanisms and performance of all suppliers under consideration against the following listed ESG criteria.



100% of ATL's suppliers are assessed before onboarding based on the Supplier Screening and Risk Assessment framework.

Once the suppliers of ATL are successfully onboarded, they are audited using the Supplier Risk Assessment Score Card on a rotational basis. This continuous supply-chain risk management approach enables proactive decision and mitigation measures.



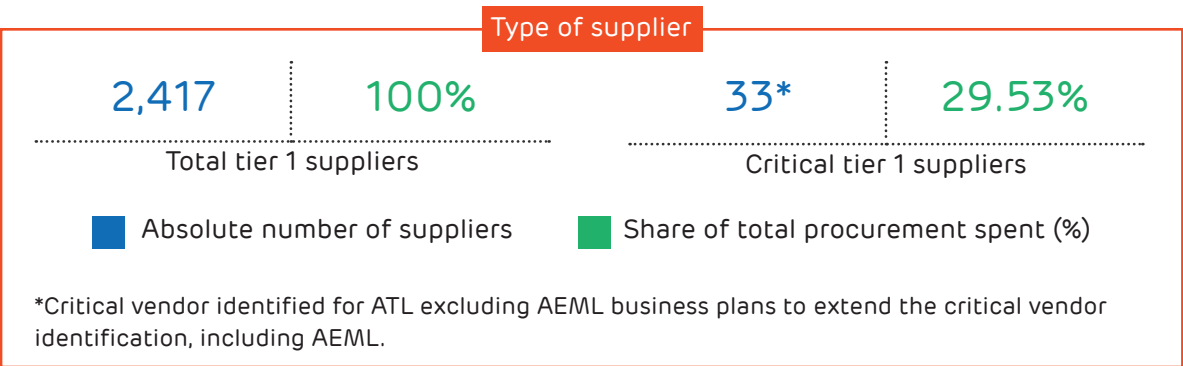
Identification of Critical Suppliers and Risk Assessment

ATL has established a process to identify its critical suppliers and assess their risks-weaknesses against the listed ESG parameters on an ongoing basis.

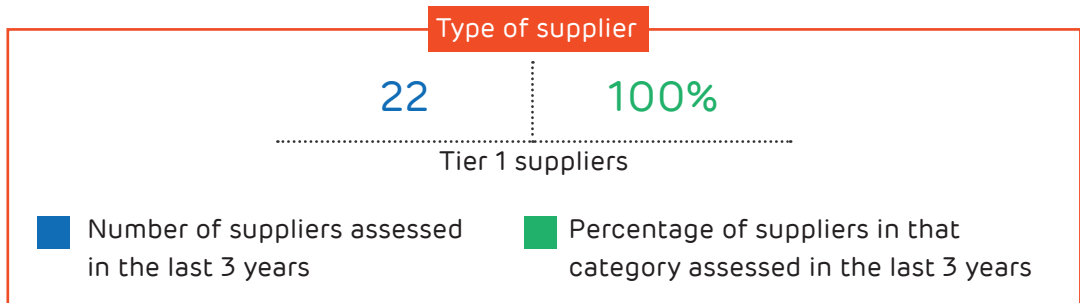
The critical suppliers are

1. High-volume suppliers or/and
2. Critical component suppliers or/and
3. Non-substitutable suppliers

With this rationale, ATL has defined 15 of its Tier-1 suppliers as critical.



The comprehensive supplier-risk assessment scorecard is used to assess the weaknesses existing in the company's value chain. The supplier who attracts a score below 60% in the individual ESG risk category and an overall score below 70% in the vendor risk assessment scorecard is defined as a High-Risk Supplier. So far, none of ATL's suppliers have been categorized as High Risk.



The ESG risks and weaknesses identified in the supplier's performance due to the risk assessment and the corresponding corrective action required to mitigate them are effectively communicated to the suppliers. Small and medium scale industries amongst vendors with limitations on capacity/capability are supported by ATL through investment and structured collaborations to build capacity and hand-hold in their performance improvement endeavours by effectively employing ATL's expertise.

Vendor engagement

ATL has a robust process of engaging vendors, providing feedback for improvement, and addressing concerns. A formal stakeholder consultation was conducted with 52 vendors to support the Annual Materiality assessment process in the previous year. The responses gathered were analysed to identify concerns and a plan of action was devised. ATL organises 'Vendors Meet' wherein the representatives are enlightened on key expectations of ATL, technology partnership process automation, ethics, and ESG.

Procurement Practices

ATL adopted integration practices to optimise the cost of raw materials i.e., tower parts, aluminium conductors, quality and delivery. A conversion model is in place which enables ATL to procure raw materials at the best price and with a lower carbon footprint from a logistics point of view. Based on market trends, data, and projections, ATL took strategic calls for forwarding aluminium ingot and zinc positions, entering into a Memorandum of Understanding for steel, etc., to mitigate the price escalation risk and optimise project costs.

Procurement expenses (FY 2020-21)

Expense head	In Crores
Procurement budget	3,028.97
Domestic procurement	3,023.26
Amount on import	5.71

ATL spent nearly 99.81% expenditure on domestic procurement and the remaining 0.19% on import during the year.

Assurance

(GRI 102-56)

Assurance Policy

We believe that independent assurance leads to quality and process improvements, and reassures readers and our management that the information we publish is accurate and material, and therefore contributes to building trust and credibility with key interest groups.

We engage professional assurance providers who combine the strengths of non-financial assurance experience with technical competency in environmental and social standards. This report has been assured by BSI, India, a third-party assurance provider.



INDEPENDENT ASSURANCE

OPINION STATEMENT

Statement No:

Adani Transmission Limited Sustainability Report 2020-21

The British Standards Institution is independent to Adani Transmission Limited (ATL) and has no financial interest in the operation of ATL other than for the assessment and assurance of this report.

This independent assurance opinion statement has been prepared for ATL only for the purposes of assuring its statements relating to its Sustainability report, more particularly described in the Scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read. This statement is intended to be used by stakeholders & management of ATL. Owing to the prevailing extraordinary situation due to the outbreak of the COVID-19 pandemic, the stage 1 assurance was completed using immersive techniques. A remote assurance was conducted over Microsoft Teams video-conferencing tool, where the assessor and the assessee client connected through the computer systems and internet.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by ATL. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to ATL only

Scope

The scope of engagement agreed upon with ATL includes the following:
1. The assurance covers the Sustainability Report 2020-21 of the ATL, prepared "In accordance" with GRI Standards – Comprehensive option, and focuses on systems and activities of ATL and its material subsidiary including Mumbai Generation, Transmission and Distribution (GTD) housed under Adani Electricity Mumbai Limited (AEML), during the period from 1st April 2020 to 31st March 2021.

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2. The AA1000 Assurance Standard, AA1000AS v3, Type 2 moderate level engagement evaluates the nature and extent of **ATL's** adherence to all four AA1000 AccountAbility Principles: Inclusivity, Materiality, Responsiveness and Impact. The specified sustainability performance information/data disclosed in the report has been evaluated.

3. ATL has mapped its disclosure with the requirements of other reporting standards like:
- Integrated Reporting framework by the International Integrated Reporting Council (IIRC)
 - United Nations' Sustainable Development Goals (UN SDGs)
 - Principles of United Nations Global Compact (UNGC)
 - Task Force on Climate Related Financial Disclosures (TCFD)
 - Carbon Disclosure Project (CDP)

Opinion Statement

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000 Assurance standard, AA1000AS v3 and GRI Standards 2020. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that ATL's description of their self-declaration of compliance with the GRI Standards were fairly stated.

We conclude that the ATL's Sustainability Report 2020-21 review provides a fair view of the ATL's CSR programmes and performances during FY 2020-21. We believe that the 2020-21 economic, social and environment performance disclosures are fairly represented. The sustainability performance disclosures disclosed in the report demonstrate ATL's efforts recognized by its stakeholders.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- A top level review of issues raised by external parties that could be relevant to ATL's policies to provide a check on the appropriateness of statements made in the report,
- Discussion with senior executives and their sustainability team on ATL's approach and methodology of collection and evaluation of stakeholder engagement. We had no direct contact with external stakeholders.
- Interview with staff and authorities involved in sustainability management, report preparation and provision of report information were carried out,
- Review of key organizational developments,
- Review of supporting evidence for claims made in the reports,
- An assessment of the company's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness and Impact as described in the AA1000 AccountAbility Principles Standard v3.
- A sample-based assessment of the reliability and quality of information as company's performance provided in the Sustainability report

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Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact and the GRI Standards is set out below:

Inclusivity

This report has reflected a fact that ATL is seeking the engagement of its stakeholders through various channels. This year being a year of Pandemic, face to face interaction has been limited. However, existing procedures on stakeholder interactions have been verified to be implemented. Moreover, ATL has devised a dedicated questionnaire to collect feedback from its identified key stakeholders on sustainability related topics and thereby compiled a list of 28 topics for materiality assessment. Employees were given special importance this year. Adopting the GRI principles, the materiality assessment was conducted that yielded nineteen material topics for strategizing ATL's sustainability journey.

This report focuses on the activities undertaken by ATL and its material subsidiary including Mumbai Generation, Transmission and Distribution (GTD) housed under Adani Electricity Mumbai Limited (AEML). This report covers the fair reporting and disclosures for economic, social and environmental information. ATL is also planning and implementing a more robust feedback process in 2022. In our professional opinion, the report covers the ATL's inclusivity issues that demonstrates participation of stakeholders in developing and achieving an accountable and strategic response to sustainability.

Materiality

ATL publishes sustainability information that enables its stakeholders to make informed judgments about the company's management and performance.

The material topics identified are: Biodiversity conservation; Access and affordability; Climate change; Innovation and technology; Asset utilization; Water stewardship; Waste management; Energy management; Life-cycle management; Community relationships; Human rights; Employee engagement; Labour relations; Supply-chain practices; Anti-corruption; Business ethics and values; Competition; Occupational health and safety; Customer orientation and satisfaction. The adequacy of currently identified material topics for future is being re-assessed by ATL. The organization adopted a stakeholder consultation process to identify their material issues, which was specifically organized for the Sustainability reporting.

In our professional opinion the report covers the ATL's material issues by using ATL materiality matrix, internal and external stakeholder consultation and boundary mapping, however, the future report should be further enhanced by including suitable performance indicators for the newly identified material aspects for which GRI indicators are not available.

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Responsiveness

ATL has implemented the practice to respond to the expectations and perceptions of its stakeholders. Feedback from all the internal stakeholder representatives were collected along with few selected external stakeholders.

In our professional opinion nothing has come to our attention to suggest that the responses related to identified material topics are not adequately represented in the Report.

Impact

ATL has also demonstrated that adequate systems are in place to monitor, measure and be accountable for their actions that affect the economy, the environment, society, stakeholders and the organization itself.

GRI-reporting

ATL provided us with their self-declaration of compliance GRI Standard and the classification to align with "In accordance" - Comprehensive.

Based on our verification review, we are able to confirm that social responsibility and sustainable development disclosures in all 3 categories (Environmental, Social and Economic) are reported with reference to "In accordance" with the GRI Standard – Comprehensive option.

In our professional opinion the self-declaration covers ATL Corporate's social responsibility and sustainability issues. On the basis of the verification undertaken, nothing has come to our attention to suggest that the Report does not properly describe the following sustainability disclosures as stipulated in the GRI Standards.

- Occupational Health and Safety = GRI 403: Occupational Health & Safety (2018)
- Waste Management = GRI 306: Waste (2020)
- Energy Management = GRI 302: Energy (2016)
- Human Rights – forced labour, child labour and working conditions; GRI 408 (2016); GRI: Forced or Compulsory Labour (2016)
- Water Management = GRI 303: Water and Effluents (2018)
- Emissions (Air and GHG) = GRI 305: Emissions (2016)
- Compliance = GRI 307 (2016); GRI 419 (2016)
- Anti-Corruption= GRI 205: (2016)
- Community Engagement and Development GRI 413: Local Communities (2016)
- Competent Manpower = GRI 404: Training and Education (2016)
- Innovation and Resource Optimization = GRI 301 (2016)
- Biodiversity = GRI 304 (2016)

Details of site wise data parameters are provided in the annexures attached:

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Competency and Independence

The assurance team was composed of Lead auditors experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including GRI-G4 and GRI Standard, AA1000, ISO10002, ISO 14001, OHSAS 18001, ISO 14064, ISO 50001 and ISO 9001, etc. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

Assurance Level

The type 2 moderate level of assurance provided is in accordance with AA1000 Assurance standard, AA1000AS, v3 in our review as defined by the scope and methodology described in this statement.

Responsibility

It is the responsibility of ATL's senior management to ensure the information presented in the Sustainability Report is accurate. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Reliability

The assurance statement on the performance was issued based on the evidence collected from ground level provided by the employees of ATL. The sample selection on the data was on random basis and selection is done by BSI auditor. The sampled data covered all power plant locations included in the reporting boundary. The assurance team was convinced that the performance information presented in the report are reliable and representative.

Quality

The quality of information was checked through cross verification of data. Field level measurement and records were verified with the procurement and supply chain invoices/bills. Interview with the responsible persons detailed the activities, maintenance, and process performance. The fitness of the measuring devices, frequency of measurement and recording, competency of the person concerned, and review & approval of information were checked and found in conformance.

Performance Information

ATL Sustainability report has addressed their Environment, Social and Governance performance through GRI indicators. The assurance team has evaluated the requirements of the GRI indicators for general disclosures and those relevant to the material topics only.

For the specific data presented in the report, minimal technical/compilation errors were identified during the sampling process which were corrected for the final report.

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Based on the processes and procedures conducted with a moderate assurance, there is no evidence that the Environmental and Social data and information are not materially correct and are not a fair representation of their Environmental and Social performance.

For and on behalf of BSI:

Kumaraswamy Chandrashekara

Kumaraswamy Chandrashekara
Head – System Certification Operations, BSI Group India
New Delhi, India
21 December 2021



HVDC, MUNDRA

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GRI Content Index

(GRI 102-55)

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GRI	Description	Section of the report	Page No.	Mapping with SDGs	Mapping with DJSI indicators	Mapping with FTSE indicators	Mapping with IFC Performance Standards	Mapping with UN Global Compact Principles	Mapping with BRSR principles	Mapping with World Economic Forum ESG metrics	Mapping with TCFD	Mapping with Bloomberg
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GRI	Description	Section of the report	Page No.	Mapping with SDGs	Mapping with DJSI indicators	Mapping with FTSE indicators	Mapping with IFC Performance Standards	Mapping with UN Global Compact Principles	Mapping with BRSR principles	Mapping with World Economic Forum ESG metrics	Mapping with TCFD	Mapping with Bloomberg
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GRI	Description	Section of the report	Page No.	Mapping with SDGs	Mapping with DJSI indicators	Mapping with FTSE indicators	Mapping with IFC Performance Standards	Mapping with UN Global Compact Principles	Mapping with BRSR principles	Mapping with World Economic Forum ESG metrics	Mapping with TCFD	Mapping with Bloomberg
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GRI	Description	Section of the report	Page No.	Mapping with SDGs	Mapping with DJSI indicators	Mapping with FTSE indicators	Mapping with IFC Performance Standards	Mapping with UN Global Compact Principles	Mapping with BRSR principles	Mapping with World Economic Forum ESG metrics	Mapping with TCFD	Mapping with Bloomberg						
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GRI	Description	Section of the report	Page No.	Mapping with SDGs	Mapping with DJSI indicators	Mapping with FTSE indicators	Mapping with IFC Performance Standards	Mapping with UN Global Compact Principles	Mapping with BRSR principles	Mapping with World Economic Forum ESG metrics	Mapping with TCFD	Mapping with Bloomberg
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200	Economic Standards											
201-1	Direct economic value generated and distributed	Economic Value Creation	134	2, 5, 7, 9 – Infrastructure Investments; 8 – Economic performance					Principle 9 (E.2)	Prosperity: Employment and Wealth Generation		
201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Mitigation and Adaptation	51	8 – Risk management strategy	2.5.3 - Financial Risks of Climate Change; 2.5.4 - Financial Opportunities Arising from Climate Change	ECC44_1, ECC44_2, ECC50_1, ECC50_2, ECC05_1, ECC05_2, ECC08_1, ECC08_2, ECC12_1, ECC12_2, ECC13_1, ECC13_2, GRM11_1, GRM11_2	PS-1 to PS-8		Principle 6 (L.7) (L.8)	Principles of Governance: Risk and Opportunity Oversight	Strategy (a) (b) (c) Risk Management (a) (b) (c) Metrics and Targets (a)	



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201-3	Defined benefit plan obligations and other retirement plans	Employee Engagement and Welfare	81	1, 2, 8 – Ensuring basic needs are accessible after retirement	--		PS-2		Principle 3 (E.2)			
201-4	Financial assistance received from government	Economic Value Creation	134		--					Prosperity: Employment and Wealth Generation		
203-1	Infrastructure investments and services supported	Inclusive Growth including Communities	91	1, 2, 3, 8, 11 – Investments in CSR activities	1.9 - Innovation Management		PS-7, PS-8		(Principle 8-L.2) (Principle 2 -E.1)	Prosperity: Community and Social Vitality		
203-2	Significant indirect economic impacts	Inclusive Growth including Communities	91	1, 2, 3, 8, 11 – Investments in CSR activities			PS-7, PS-8			Prosperity: Employment and Wealth Generation; Community and Social Vitality		
204-1	Proportion of spending on local suppliers	Sustainable Supply Chain	142	12 – Procurement practices	1.7 – Supply Chain Management		PS-3		Principle 4 (Principle 8-E.4 , L.3)			
205-1	Operations assessed for risks related to corruption	Compliance	117	8, 16 – Anti-corruption	1.4 – Code of Business Conduct (1.4.1; 1.4.2; 1.4.3; 1.4.4; 1.4.6; 1.4.7)	GAC09_1 GAC09_2 GAC10_1 GAC10_2 GAC11_1 GAC11_2	PS-1, PS-2	Principle 10	Principle 1 (E.4)			

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205-2	Communication and training about anti-corruption policies and procedures	Compliance	117	8, 16 – Anti-corruption	1.4 – Code of Business Conduct (1.4.1; 1.4.2; 1.4.3; 1.4.4; 1.4.6; 1.4.7)	GAC08_1 GAC08_2 GAC01_1 GAC01_2 GAC02_1 GAC02_2 GAC03_1 GAC03_2 GAC04_1 GAC04_2 GAC05_1 GAC05_2 GAC07_1 GAC07_2	PS-2	Principle 10	Principle 1 (E.4)	Principles of Governance: Ethical Behaviour		
205-3	Confirmed incidents of corruption and actions taken	Compliance	117	8, 16 – Anti-corruption	1.4 – Code of Business Conduct (1.4.1; 1.4.2; 1.4.3; 1.4.4; 1.4.6; 1.4.7)	GAC13_1 GAC13_2 GAC14_1 GAC14_2	PS-1, PS-2	Principle 10	Principle 1 (E.7) (E.5)	Principles of Governance: Ethical Behaviour		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Compliance	117	8, 16 – Anti-competitive behaviour	1.4.5 – Anti-Competitive Practices		PS-2		Principle 7 (E.2)			
207-1	Approach to Tax	Tax - Transparency	131									
207-2	Tax governance, control, and risk management	Tax - Transparency	131		1.3 – Risk & Crisis Management							
207-3	Stakeholder engagement and management of concerns related to tax	Tax - Transparency	131						Principle 1 (E.2) (L.1)			



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300	Environmental Standards											
301-1	Materials used by weight or volume	Materials Consumption & Waste Management	64	8, 12 - Material footprint	--	EPR03_1, EPR03_2, EPR06_1, EPR06_2, EPR09_1, EPR09_2, EPR11_1, EPR11_2	PS-3			Planet: Resource circularity		ES025 SA012
301-2	Recycled input materials used	Materials Consumption & Waste Management	64	8, 12 - Material footprint	--		PS-3					SA093
301-3	Reclaimed products and their packaging materials	Materials Consumption & Waste Management	64	--	--		PS-3					
302-1	Energy consumption within the organization	Energy Performance	57	7, 8, 12, 13 – Energy efficiency, responsible consumption and production	2.3.3 – Energy Consumption; 2.6.1 – Electricity Generation Mix; 2.6.3 – Efficiency of Generation	ECC15_1 to ECC15_7, ECC59_1, ECC59_3, ECC59_10, ECC59_14, ECC60_1, ECC60_3, ECC60_10, ECC60_14	PS-3	Principle 8	Principle 6(E.1)			ES014 ES494
302-2	Energy consumption outside the organization	Energy Performance	57	7, 8, 12, 13 – Energy efficiency, responsible consumption and production	2.3.3 – Energy Consumption	ECC15_1 to ECC15_7	PS-3	Principle 8				
302-3	Energy intensity	Energy Performance	57	7, 8, 12 – Responsible and sustainable consumption	2.3.3 – Energy Consumption	ECC31_1 ECC31_2	PS-3	Principle 8				ES494

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302-4	Reduction of energy consumption	Energy Performance	57	7, 8, 12, 13 – Incorporating energy efficiency measures	2.3.3 – Energy Consumption	ECC31_1,	PS-3	Principle 8	(Principle 6 – L.6, E.2)	Planet: Climate Change		SR205
302-5	Reduction in energy requirements of products and services	GHG emissions; Energy Efficiency Programs	55, 56	7, 8, 13 - Installed renewable energy to reduce GHG emissions	2.5.1 - Climate-Related Management Incentives; 2.5.6 – Climate-Related Targets	ECC31_2, ECC43_1, ECC43_2	PS-3	Principle 8	(Principle 6 – L.6, E.2)	Planet: Climate Change		SR205
303-1	Interactions with water as a shared resource	Water Consumption and Management	61	6 – Water management in stressed regions	2.8 – Water Related Risks (2.8.1; 2.8.2; 2.8.3; 2.8.4; 2.8.5)	EWT24_2, EWT35_1 to EWT35_6	PS-3	Principle 7		Planet: Fresh water availability; Water pollution		ES247
303-2	Water sources significantly affected by withdrawal of water	Water Consumption and Management	61	6 – Water management in stressed regions	2.8 – Water Related Risks (2.8.1; 2.8.2; 2.8.3; 2.8.4; 2.8.5)	EWT24_1, EWT25_1, EWT26_1, EWT26_2, EWT27_2	PS-3	Principle 7	Principle 6 (L.3) (E.3)	Planet: Fresh water availability		
303-3	Water withdrawal	Water Consumption and Management	61	6, 12 – Responsible Water Consumption	2.3.4 – Water Consumption	EWT34_1 to EWT34_6	PS-3	Principle 8	Principle 6 (E.3) (L.3)	Planet: Fresh water availability		SA020
303-4	Water discharge	Water Consumption and Management	61	3, 6, 8, 12 – Responsible Water Consumption and ensuring hygiene	2.3.4 – Water Consumption	EWT13_1, EWT13_2, EWT06_1	PS-3	Principle 8	Principle 6 (E.3) E.4) (L.2)			ES081
303-5	Water consumption	Water Consumption and Management	61	6, 8, 12 – Responsible Water Consumption	2.3.4 – Water Consumption	EWT31_1 to EWT31_21, EWT41_1 to EWT41_6	PS-3	Principle 8	Principle 6 (E.3)	Planet: Fresh water availability		F1589



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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Conservation of Natural Capital	69	15 – Protecting Life on Land	2.4.1 – Biodiversity Commitment	EBD02_1, EBD02_2 EBD08_1, EBD08_2, EBD17_1, EBD17_2	PS-5 to PS-8	Principle 7 to 9	Principle 6 (E.10)	Planet: Nature Loss		
304-2	Significant impacts of activities, products, and services on biodiversity	Conservation of Natural Capital	69	15 – Protecting Life on Land	2.4.2 – Biodiversity Exposure & Assessment	EBD05_1, EBD05_2	PS-5 to PS-8	Principle 7 to 9	Principle 6 (L.5)	Planet: Nature Loss		
304-3	Habitats protected or restored	Conservation of Natural Capital	69	15 – Protecting Life on Land	2.4.2 – Biodiversity Exposure & Assessment	EBD06_1, EBD06_2	PS-5 to PS-8	Principle 7 to 9	Principle 6 (E.10) (L.5)	Planet: Nature Loss		
305-1	Direct (Scope 1) GHG emissions	GHG Emissions	55	3, 13 – GHG emissions	2.3.1 – Direct GHG emissions (Scope 1)	ECC14_1 to ECC14_19, ECC52_2	PS-3, PS-4	Principle 7 to 9	(Principle 6 – E.6)	Planet: Climate Change	Metric and Targets (b)	F0947
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions	55	3, 13 – GHG emissions	2.3.2 - Indirect GHG emissions (Scope 2)	ECC14_1 to ECC14_19	PS-3, PS-4	Principle 7 to 9	(Principle 6- E.6)	Planet: Climate Change	Metric and Targets (b)	F0948
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions	55	3, 13 – GHG emissions	2.5.8 – Scope 3 GHG emissions	ECC49_1, ECC49_4, ECC49_7, ECC49_8, ECC49_11	PS-3, PS-4	Principle 7 to 9	(Principle 6 -L.4)	Planet: Climate Change	Metric and Targets (b)	
305-4	GHG emissions intensity	GHG Emissions	55	3, 13 – GHG emissions	2.3.1; 2.3.2; 2.5.8 - GHG emissions	ECC01_1, ECC01_2, ECC12_1, ECC12_2, ECC40_1, ECC40_2	PS-3, PS-4	Principle 7 to 9	(Principle 6-E.6)		Metric and Targets (b)	SA002 ES001
305-5	Reduction of GHG emissions	GHG Emissions	55	3, 13 – GHG emissions	2.5.2 Climate Change Strategy	ECC38_1 to ECC38_11; ECC39_1 to ECC39_10	PS-3, PS-4	Principle 7 to 9	(Principle 6- E.7)	Planet: Climate Change	Metric and Targets (b)	SA161

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305-6	Emissions of ozone-depleting substances (ODS)	Emissions due to SF6	61	3, 11 - Air quality in the environment	2.3.12 – SF6 Emissions	ECC52_7	PS-3, PS-4	Principle 7 to 9	(Principle 6- E.5)	Planet: Air Pollution		ES235
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Other Atmospheric Emissions	60	3, 11 – Air quality in the environment	2.3.6 – NOx emissions; 2.3.7 – SOx emissions; 2.3.9 – Direct Mercury Emissions; 2.3.10 – Dust emissions	EPR01_1, EPR01_2, EPR04_1, EPR04_2, EPR07_1, EPR07_2, EPR18_1 to EPR18_7, EPR19_1 to EPR19_7	PS-3, PS-4	Principle 7 to 9	(Principle 6 -E.5)	Planet: Air Pollution		F0949 ES009
306-1	Waste generation and significant waste-related impacts	Materials Consumption & Waste Management	64	--	--		PS-3, PS-4	Principle 7 to 9	Principle 6 (E.8)			
306-2	Management of significant waste-related impacts	Materials Consumption & Waste Management	64	--	--		PS-3, PS-4	Principle 7 to 9	(Principle 2 -E.3) (Principle-6 E.9)			
306-3	Waste generated	Materials Consumption & Waste Management	64	12 - Waste generated	2.3.8 – Ash & Gypsum Waste; 2.3.11 – Hazardous Waste	EPR02_1, EPR02_2, EPR05_1, EPR05_2, EPR24_1 to EPR24_7	PS-3	Principle 7 to 9	Principle 6 (E.8)	Planet: Solid waste		ES020
306-4	Waste diverted from disposal	Materials Consumption & Waste Management	64	8, 12 – Recycling and reusing of waste materials	2.3.5 – Waste Disposal	EPR09_1, EPR09_2, EPR26_1 to EPR26_7	PS-3	Principle 7 to 9	Principle 6 (E.9)	Planet: Solid waste; Resource circularity		ES021



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306-5	Waste directed to disposal	Materials Consumption & Waste Management	64	8, 12 - Hazardous waste generated and disposed	2.3.5 – Waste Disposal	EPR09_1, EPR09_2, EPR25_1 to EPR25_7	PS-3, PS-4	Principle 7 to 9	Principle 6 (E.8) (E.9)	Planet: Solid waste		
307-1	Non-compliance with environmental laws and regulations	Commitments towards Global Climate Action and Environmental Stewardship	50	6, 7, 8, 12, 13, 15 – Environmental Investments	2.2.3- Environmental Violations	GRM08_1 GRM08_2 GRM12_1 GRM12_2	PS-1 to PS-8	Principle 7 to 9	Principle 6(E.12)			
308-1	New suppliers that were screened using environmental criteria	Sustainable supply chain	142	--	1.7 - Supply Chain Management (1.7.5)		PS-3	Principle 7 to 9	Principle 6 (L.9)			
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain	142	--	1.7 - Supply Chain Management (1.7.3; 1.7.4)		PS-3	Principle 7 to 9	Principle 6 (L.8)			
400	Social Standards											
401-1	New employee hires and employee turnover	Human Capital Development	77	5, 10 – Equal Opportunities to everyone; 8 – Fair employment	3.5.3 Employee Turnover Rate	SLS1 SLS24_1 SLS24_21_2	PS-2	Principle 6		Prosperity: Employment and Wealth Generation		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital Development	77	8 – Earnings, wages and benefits	3.5.2 Long-Term Incentives for Employees	SLS25_1 SLS25_2	PS-2		Principle 3 (E.1.a) (E.1.b) (E.3) (E.6) (L.1)			

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401-3	Parental leave	Human Capital Development	77	5, 8 – Parental leave			PS-2		Principle3 (E.1) (E.5)			
402-1	Minimum notice periods regarding operational changes	Human Capital Development	77									
403-1	Workers representation in formal joint management–worker health and safety committees	Enabling a Safe and Healthy workplace	88	3, 8 - Occupational Health and Safety		SHS05_1 SHS05_2	PS-2, PS-4		Principle 3 (E.10)			
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Enabling a Safe and Healthy workplace	88	3, 8 – Occupational Health and Safety	3.7 Occupational Health & Safety (3.7.1 – 3.7.3)	SHS38_7 SHS38_1 SHS38_2 SHS38_3 SHS38_4 SHS38_5 SHS38_6 SHS39_1 SHS39_2 SHS40_10 SHS40_7 SHS40_1 SHS40_2 SHS40_8 SHS40_3 SHS40_4 SHS40_9 SHS40_5 SHS40_6 SHS15_7 SHS15_8 SHS15_1 SHS15_2 SHS15_3 SHS15_4 SHS15_5 SHS15_6 SHS15_9	PS-2, PS-4		Principle 3 (E.11)	People: Health and Well-being		F1443 F1442 RX389 SR712 ES092 ES260 SA202 SA205 SA204 ES261 SA201 ES121



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403-3	Workers with high incidence or high risk of diseases related to their occupation	Enabling a Safe and Healthy workplace	88	3, 8 – Occupational Health and Safety	3.7 Occupational Health & Safety (3.7.1 – 3.7.3)	SHS37_1 SHS37_2 SHS01_1 SHS01_2 SHS02_1 SHS02_2 SHS02_3	PS-2, PS-4		Principle 3 (L.3) (E.11)			SA 205 SA204
403-4	Health and safety topics covered in formal agreements with trade unions	Enabling a Safe and Healthy workplace	88	3, 8 – Occupational Health and Safety					Principle 3 (E.12)			
404-1	Average hours of training per year per employee	Human Capital Development	77	4 – Employee training and education;	3.4.1 Training & Development Inputs	SHS13_1 SHS13_2 SHS13_3 SLS29_1 SLS29_2	PS-2		Principle 3 (E.8)	People: Skills for the Future		ES199
404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital Development	77	4 – Quality Education, upskilling of youth and adults	3.4.1 Training & Development Inputs 3.4.2 Employee Development Programs	SLS26_2 SLS26_3 SLS26_1 SLS26_6 SLS26_4	PS-2		Principle 3 (E.8)			
404-3	Percentage of employees receiving regular performance and career development reviews	Human Capital Development	77	4, 8 – Quality Education, upskilling of youth and adults	3.5.1 Type of Individual Performance Appraisal 3.5.4 Trend of Employee Engagement		PS-2		Principle 3 (E.9)			

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405-1	Diversity of governance bodies and employees	Human Capital Development	77	5, 8 – Gender Equality, Women in Leadership	1.1.4 Board Gender Diversity 3.2.1 Workforce Gender Breakdown	GCG06_1 GCG06_2 SLS32_2 SLS32_1 SLS33_2 SLS33_1 SLS16_1 SLS16_2 SLS16_3 SLS16_4 SLS16_5 SLS16_6 SLS16_7	PS-2	Principle 6		Principles of Governance: Quality of Governing Body		
405-2	Ratio of basic salary and remuneration of women to men	Human Capital Development	77	5, 8 – Diversity and equal opportunity	3.2.2 Gender Pay Indicators	SLS34_1 SLS34_2	PS-2	Principle 6	(Principle 5-E.2, E.3)	People: Dignity and Equality		
406-1	Incidents of discrimination and corrective actions taken	Human Capital Development	77	10 – Reduced Inequalities, No discrimination	3.3.3 Human Rights Assessment	SHR27_1 SHR27_2 SLS03_1 SLS03_2 SLS03_3 SLS03_4 SLS03_5 SLS03_6 SLS03_7 SLS03_8 SLS21_1 SLS21_2 SLS30_1 SLS30_2	PS-2, PS-7	Principle 6	Principle 5- (E.6, E.7, E.9)	People: Dignity and Equality		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Capital Development	77	8 – Freedom of Association and collective bargaining	3.3.1 Human Rights Commitment 3.2.3 Freedom of Association	SLS05_1 SLS05_2 SLS06_1 SLS06_2	PS-2	Principle 3		People: Dignity and Equality		



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408-1	Operations and suppliers at significant risk for incidents of child labour	Human Capital Development	77	8, 16 – Abolition of child labour	3.3.1 Human Rights Commitment 1.7 - Supply Chain Management	SHR04_1 SHR04_2 SLS01_1 SLS01_2 SLS02_1 SLS02_2	PS-2	Principle 5	(Principle 3-L.6, L.2) (Principle 5- L.4)	People: Dignity and Equality		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Capital Development	77	8 – Elimination of forced labour	3.3.1 Human Rights Commitment 1.7 - Supply Chain Management	SLS07_1 SLS07_2 SLS08_1 SLS08_2	PS-2	Principle 4	(Principle 3 -L.6, L.2) (Principle 5- L.4)	People: Dignity and Equality		
410-1	Security personnel trained in human rights policies or procedures	Human Capital Development	77	8 – Protecting and complying with the policies on human rights	3.3.2 Human Rights Due Diligence Process		PS-2	Principle 1-2	Principle 5 (E.1)			ES199
411-1	Incidents of violations involving rights of indigenous peoples	Human Capital Development	77	8 – Protecting and complying with the policies on human rights	3.3.3 Human Rights Assessment		PS-2, PS-7	Principle 1-2	Principle 5 (E.6)			
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Capital Development	77	8 – Protecting and complying with the policies on human rights	3.3.2 Human Rights Due Diligence Process 3.3.3 Human Rights Assessment	SHR03_1 SHR25_1 SHR25_2 SHR22_1 SHR22_2 SLS13_1 SLS13_2 SLS14_1 SLS14_2 SLS14_3 SLS14_4 SLS14_5	PS-1, PS-2	Principle 1-2	Principle 5 (E.4) (L.1) (L.4)			

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412-2	Employee training on human rights policies or procedures	Human Capital Development	77	8 – Protecting and complying with the policies on human rights	3.3.4 Human Rights Mitigation & Remediation	SHR26_1 SHR26_2 SLS12_1 SLS12_2	PS-1, PS-2	Principle 1-2	Principle 5 (E.1)			
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human Capital Development	77	8 – Protecting and complying with the policies on human rights	3.3.2 Human Rights Due Diligence Process		PS-1, PS-2, PS-7	Principle 1-2	Principle 5 (E.5) (E.4) (L.4) (L.5)			
413-1	Operations with local community engagement, impact assessments, and development programs	Inclusive Growth including Communities	91	4 – Quality Education, educating the local communities	3.6.1 Corporate Citizenship Strategy 3.6.2 Type of Philanthropic Activities 3.6.3 Philanthropic Contributions	SHR03_2 SHR15_1 SHR15_2 SHR16_1 SHR16_2 SHR17_1 SHR17_2	PS-4, PS-7, PS-8		Principle 8 (E.3) (L.6) (L.2) (L.3.a) (L.3.b)	Prosperity: Community and Social Vitality		
413-2	Operations with significant actual and potential negative impacts on local communities	Inclusive Growth including Communities	91	4 – Quality Education, educating the local communities	3.6.1 Corporate Citizenship Strategy		PS-4, PS-7, PS-8		Principle 8 (L.1) (E.1)	Prosperity: Community and Social Vitality		
414-1	New suppliers that were screened using social criteria	Sustainable Supply Chain	142	--	1.7 - Supply Chain Management (1.7.5)		PS-1 to PS-8		(Principle 3-L.5)			



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414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	142	--	1.7 - Supply Chain Management (1.7.3; 1.7.4)		PS-1 to PS-8		Principle 3 (L.6)			
415-1	Political contributions	Public Policy Advocacy	132	--	1.6 – Policy Influence		GAC12_1 GAC12_2					SA088
416-1	Assessment of the health and safety impacts of product and service categories	Grid Reliability Improvement	101	--	--							
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Grid Reliability Improvement	101	--	--				Principle 3 (E.14)			
417-1	Requirements for product and service information and labelling	Grid Reliability Improvement	101	--	--							
417-2	Incidents of non-compliance concerning product and service information and labelling	Grid Reliability Improvement	101	--	--							
417-3	Incidents of non-compliance concerning marketing communications	Grid Reliability Improvement	101	--	--							

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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Centricity	120	9 – Promote innovation and resilient infrastructure	1.5 – Customer Relationship Management (1.5.1) 1.11 Privacy Protection 1.8 – IT/ Cybersecurity		PS-4		(Principle 9 (E.9.1) (E.9.3) (L.5.b)			
419-1	Non-compliance with laws and regulations in the social and economic area	Customer Centricity Compliance	120, 117	9 – Promote innovation and resilient infrastructure	GRM08_1 GRM08_2 GRM12_1 GRM12_2		PS-1 to PS-8		Principle 1 (E.2) (E.5) (E.6)			



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