

Resilience Redefined

Stronger than ever



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Resilience Redefined: Stronger than Ever





In the heart of every mountain lies a story of resilience and unwavering strength. These towering giants, sculpted by time and the elements, stand as symbols of endurance and steadfastness. Our journey mirrors the might of these mountains, embodying a relentless pursuit of excellence and an unyielding commitment to innovation and sustainability. Much like a mountain weathering the fiercest of storms, we have emerged more resilient, proving that true strength lies not just in standing tall, but rising again stronger after each trial.

What began as Adani Transmission Limited has now evolved to Adani Energy Solutions Limited, a testament to the company's overarching offerings in

multiple facets of the energy domain. The new name paves the way to tap huge opportunities in smart metering, district cooling solutions, and other energy solutions while maintaining a pioneering position in the transmission and distribution sectors.

As we traverse this path of transformation, growth, and nation building, we are driven by our core values of courage, trust and commitment towards excellence. Each milestone we achieve is a reflection of our dedication and the trust our stakeholders place in us. As we continue to build our legacy, we remain focused on our mission to deliver innovative and sustainable energy solutions, paving the way for a brighter tomorrow.

We also faced a severe man-made storm recently – one that would have destroyed most businesses. But, under the visionary leadership of our Chairman, we remained unyielding like a mountain.



Message from Managing Director



Dear Stakeholders,

At Adani Energy Solutions Limited (AESL), our journey is deeply rooted in a philosophy of "Growth with Goodness". We recognise that in today's dynamic business environment, true progress comes from growing responsibly and sustainably. Our core values are centered around innovation, robust risk management, and deep sense of responsibility towards our stakeholders and the environment. As we navigate through various challenges, our focus remains on building a future that is resilient, and sustainable.

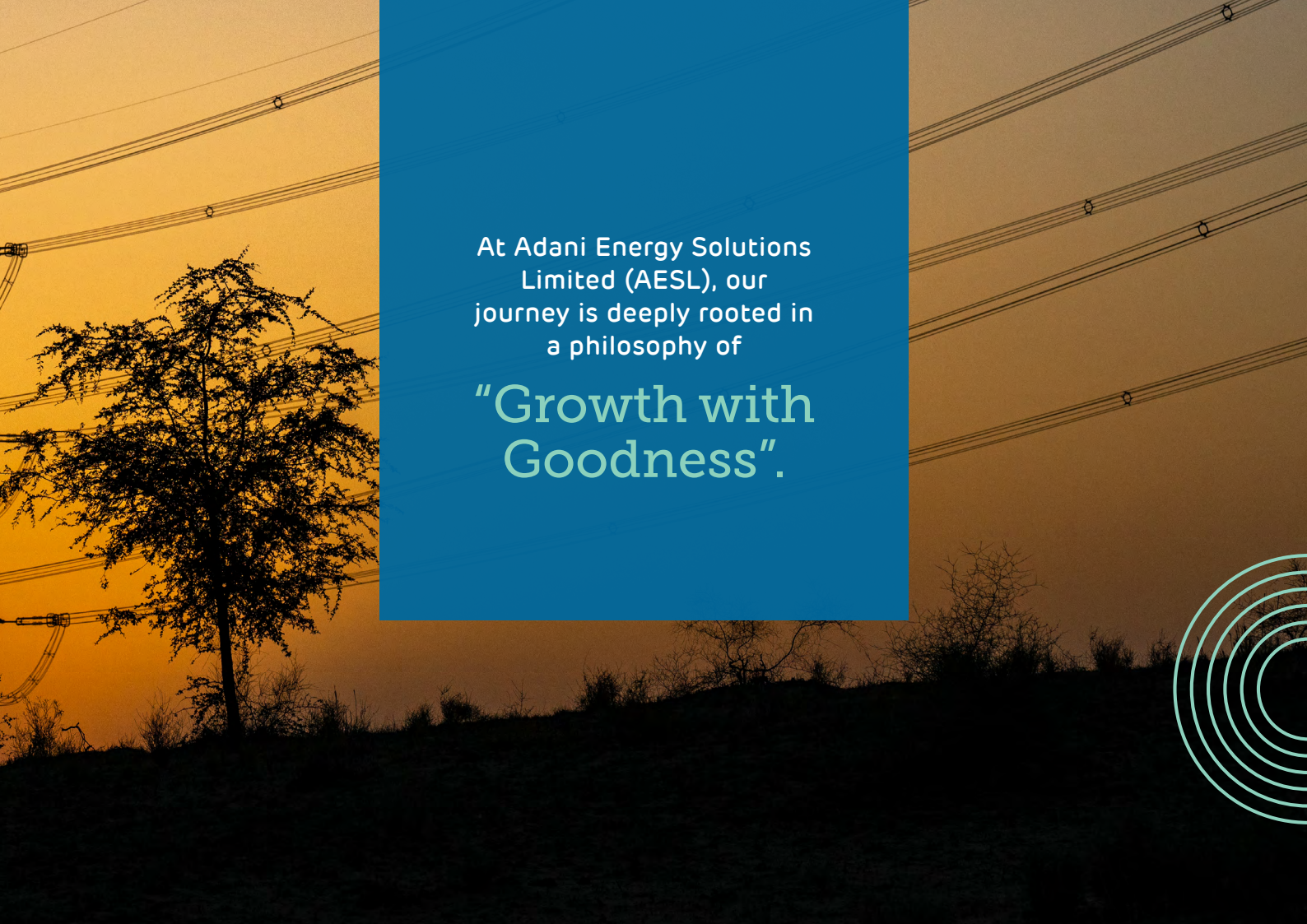
Reflecting on our journey, we began with the transmission business in 2015 and have grown to become India's largest private-sector transmission company. In 2018, we entered the distribution sector by acquiring Mumbai Retail Distribution Infrastructure's assets, expanding our last-mile

connectivity. This progress continued with the acquisition of MPSEZ Utilities Limited in 2020, broadening our retail electricity distribution portfolio at Mundra SEZ.

As the energy sector evolved, marked by rising power loads, the growth of data centres, and increasing cooling needs, we saw an opportunity to redefine our role. Recognising the energy sector as a service frontier, we made a strategic pivot into smart meters and cooling solutions, focusing on the needs of open access and captive customers. Transitioning from a service provider to a comprehensive solutions company, we now prioritise consumer needs, offering accessible, reliable, affordable, and sustainable energy solutions. This transformation has expanded our role in the value

chain, making us a preferred energy solutions partner.

In the past year, we have made significant strides across all verticals of our business. Our relentless pursuit of innovation and excellence has been recognised on multiple platforms. We received the CII 2023 DX Award in the Best Practices category, showcasing our commitment to being the most innovative company. Additionally, our 'AE-Marvels' programme was awarded the Best Innovative Leadership Development Programme by Economic Times HR World. Our dedication to sustainable and strategic procurement practices was also acknowledged at the 8th ISM-India Conference & CPO Awards 2023.



At Adani Energy Solutions Limited (AESL), our journey is deeply rooted in a philosophy of

"Growth with Goodness".

In the year, we increased the share of renewable energy in our portfolio and we closed the year at 34.35% power mix. We have also added in the smart metering vertical, securing a contract value of ₹27,195 crore which is currently under pipeline. Furthermore, we have initiated implementation of our cooling solutions at our township and are further looking at opportunities in Tier 1 and Tier 2 cities.

We added many more feathers to our cap. We won the prestigious Golden Peacock Award in Environment Management and received the Global Sustainability Leadership Award 2023 from by the World Sustainability Congress. These awards underscore our dedication to sustainable practices and our role in driving positive environmental impact.

Looking ahead, we are committed to furthering our growth and expanding our capabilities. Our future plans include leveraging cutting-edge technologies, project execution capabilities and operational efficiency to deliver exceptional value through our customer-centric solutions. We aim to continue our investment in renewable energy projects and infrastructure, ensuring a sustainable and resilient energy supply for the future.

The road ahead is filled with opportunities and challenges. At AESL, we are prepared to embrace these with the same resilience and courage that has driven our success this far. Our vision for the future is clear – to lead in sustainable energy solutions and continue to build a resilient, and sustainable future.

I am proud of what we have achieved together and confident in our ability to navigate the future successfully. To our stakeholders, your trust and support have been the bedrock of our progress. We are building a legacy of resilience that will make a meaningful difference in the world. Together, we are more than just a company; we are a force for yielding growth with goodness, ready to embrace the challenges ahead and create a brighter, more sustainable future for our country.

Anil Sardana
Managing Director

Message from Chief Executive Officer



Dear Stakeholders,

As we navigate through an era of unprecedented change and challenge, Adani Energy Solutions Limited (AESL) stands resilient and committed to powering a sustainable future. The past year has been a testament to our enduring spirit, strategic foresight, and relentless drive to innovate and expand.

Our transmission vertical has seen substantial progress and robust performance over the past year. Despite facing a myriad of challenges, we have not only sustained our operations but have also achieved remarkable milestones. The commissioning of four major projects and the operationalisation of 1,244 circuit kilometers (ckm) of transmission lines are just a few highlights that underscore our capabilities and project management. Our strategic focus remains on enhancing the efficiency and reliability of our transmission network, ensuring seamless energy distribution across our service areas.

In the financial year 2023-24, we crossed the significant milestone of 20,000 ckm, reflecting our substantial footprint in the energy sector. In the smart metering space, we have secured a contract value of ₹27,195 crore under pipeline. Additionally, we have initiated exploring opportunities in Tier 1 and Tier 2 cities which has significant opportunity. Our achievements are not just a number but our commitment to operational excellence and our ability to meet the growing energy demands of our nation. Our portfolio, comprising diverse and strategically located assets, positions us strongly to capitalise on future opportunities and address the evolving needs of our customers.

This year has been marked by significant expansions and strategic initiatives that have bolstered our position as a leading player in the energy transmission sector. One of our notable accomplishments includes the integration of new technologies, digitisation and the expansion of our infrastructure to support higher efficiency and capacity. This includes the addition of advanced substations and the deployment of state-of-the-art transmission lines designed to handle increased loads and ensure minimal transmission losses.

Our expansion strategy has been underpinned by sustainability, infrastructural development and digital transformation. We have invested heavily in green energy corridors, facilitating the integration of renewable energy sources into our grid. This not only supports our sustainability goals but also aligns with national priorities for a cleaner and greener energy future. The successful implementation of these projects demonstrates our technical prowess and our ability to deliver large-scale infrastructure within stipulated timelines and budgets.

Looking ahead, our expansion plans are both ambitious and strategic, aimed at consolidating our leadership position and driving sustainable growth. We are set to undertake several new projects across our key business verticals that will further expand our transmission network, distribution capabilities, smart metering and cooling solutions and enhance our capacity to meet rising energy demands. Our

Adani Energy Solutions
Limited (AESL) stands
resilient and committed to

**Powering
a Sustainable
Future.**

focus will be on leveraging cutting-edge technologies to build smarter, more resilient grids capable of supporting the future energy landscape.

We are also exploring opportunities in international markets, aiming to replicate our successful business model in other regions. This international expansion will be guided by careful market analysis and strategic partnerships, ensuring that we enter markets with significant growth potential and favourable regulatory environments.


Furthermore, our commitment to sustainability will continue to drive our expansion strategy. We are focused on developing

infrastructure that supports the transition to a low-carbon economy, including the construction of transmission lines that connect renewable energy projects to the grid. This will not only help in reducing our carbon footprint but also contribute to the global efforts in combating climate change.

Our achievements over the past year reflect our strategic vision, operational excellence, and unwavering commitment to innovation and growth. As we move forward, we remain dedicated to expanding our capabilities, exploring new opportunities, and delivering high value to our stakeholders.

Our journey is driven by a relentless pursuit of excellence and a commitment to creating a sustainable energy future aligned with national priorities. We are confident that with our robust strategies, innovative solutions, and dedicated team, we will continue to lead the way in the energy sector. Together, we will power a brighter, more sustainable future for generations to come.

Kandarp Patel
Chief Executive Officer



Message from Head - Environment & Forest • Environment & Sustainability

Dear Stakeholders,

At Adani Energy Solutions Limited, we believe that integrating sustainable practices into our core operations is essential for fostering a resilient and responsible future. Our robust governance practices, sustainability focused objectives, and social welfare initiatives have enabled us to grow at an unprecedented rate.

This year, our operations have made remarkable strides. We added 1,244 circuit kilometers to our operational network, commissioning 4 major projects. These include the 765 kV Warora Kurnool Transmission Line, the Karur Transmission line, the Kharghar Vikhroli Transmission line and the 765 kV Khavda Bhuj Line. These projects play a crucial role in enhancing our capacity to meet growing energy demands and support the seamless flow of power across regions.

We are investing heavily in expanding our networks and adopting advanced technologies to optimise our operations. In distribution, we leverage our leading position by focusing on smart metering and technology upgrades to enhance customer experiences. Our smart metering projects have gained a significant market share, reinforcing our commitment to innovation and efficiency.

Our journey towards becoming a comprehensive energy solutions provider has led us to rebrand from Adani Transmission Limited to Adani Energy Solutions Limited. This rebranding reflects our expanded horizons into multiple energy solution areas including transmission, smart metering, cooling solutions and energy as a service. Our diversified portfolio now includes approximately 8,000 kilometers of OPGW fibre network, 73 substations and 30,000+ towering locations offering a leasing potential to various telecom and communication service operators.

We have significantly improved our environmental performance metrics. We achieved a 'B' score in the CDP climate change management band which is higher than the regional average. Additionally, we received a maiden score of 'B' in CDP Water Stewardship demonstrating our robust water management practices. We have committed to achieving net zero emissions by 2050 and are actively working towards decarbonising our grid operations. In the previous year, we have invested ₹155 crore in environment friendly technologies to mitigate climate change. Furthermore, ₹1,343.34 crore has been incurred to increase the renewable energy mix in our portfolio, demonstrating our

strategic focus on sustainability.

In terms of our ESG targets, we are committed to contributing towards the United Nations Sustainable Development Goals (UNSDGs) by maintaining zero waste to landfill, being single use plastic free, and achieving net water positive status. We aspire to attain Net Positive gain to biodiversity and have a set target to achieve net zero emissions by 2050.

As we move forward, our focus will remain on resilience and innovation, making us stronger than ever. The energy landscape is rapidly evolving, and we are poised to navigate the challenges and seize the opportunities that lie ahead of us. Our commitment to operational excellence, sustainability and technological advancements position us well to deliver strong growth and create long term value for our stakeholders.

Together, we are not just building an energy company but shaping our sustainable future for generations to come. The future holds immense possibilities, and I am confident that we will continue to lead the way in the energy sector, setting new benchmarks and achieving greater heights.

R N Shukla

Head - Environment
& Forest • Environment
& Sustainability



Message from Chief Financial Officer



Dear Stakeholders,

As we reflect on our journey through the fiscal year 2023-24, it has been a testament to our resilience and forward-thinking vision. This year has been transformative, challenging us to navigate uncertainties with unwavering resolve while achieving significant milestones that propel us towards a sustainable future.

The energy sector is witnessing unprecedented growth driven by the increasing demand for grid reliability, consumer centric solutions, and renewable energy. Recognising these pivotal trends, we stand poised to capitalise on the ₹8 Lakh Crore opportunity during FY22-32 focusing on expanding our network with advanced systems to enhance grid reliability and resilience. Our strategic emphasis on consumer

facing power-distribution aims to elevate reliability and consumer experiences, offering diversified service choices through parallel distribution licenses.

The past year has been marked by several significant achievements. We increased our revenue from operations to ₹14,217 crore, reflecting a 17% growth. Our operating EBITDA rose to ₹6,322 crore and our comparable PAT increased by 12% to ₹1,197 crore showcasing our unparalleled resilience.

In our diverse energy domains encompassing transmission, distribution, smart metering and cooling solutions, Adani Energy Solutions Ltd is strategically positioned to benefit from a stable regulatory regime. As a leading player in transmission

infrastructure, we are leveraging robust execution capabilities and effective financial management to expand our networks and integrate advanced technologies for optimised operations. Our success is underpinned by a robust project management and assurance group (PMAG), ensuring end to end project capabilities from inception to execution and beyond. This execution expertise provides us a competitive edge as we expand our footprint and undertake transformative projects in the energy sector.

In distribution, we are enhancing our market leadership prioritising smart metering, technological upgrades, and expanding coverage to meet burgeoning demand. Our commitment to providing customised, reliable and cost-efficient energy solutions



Our commitment
to sustainability is
integral to our
**Business
Ethos.**

to commercial and industrial customers underscores our proactive approach in meeting evolving market needs. Moreover, our significant presence in smart metering, marked by commendable 20% market share, reflects our operational excellence and commitment to technological innovation.

In alignment with our growth strategy we continue to fortify our distribution assets through infrastructure enhancements and modernisation projects. These initiatives, coupled with the implementation of smart metering technologies, have significantly improved service delivery efficiency and customer satisfaction while reducing operational losses. In the current year, we have achieved world class liability metrics, including

a service availability score of 99.996% and minimal distribution losses of 5.29% ensuring seamless operations. Furthermore, our extensive infrastructure comprising of approximately 8000 kms of OPGW fibre network, 73 substations and 30,000+ towering locations not only supports our core operations but also presents lucrative leasing opportunities in telecommunications and data services.

Our commitment to sustainability is integral to our business ethos. By embedding sustainability principles in our decision-making processes, we are actively contributing to grid decarbonisation and are enhancing the share of renewable energy in transmission and distribution operations. Through strategic initiatives and renewable

energy procurement and green tariffs, we empower customers to achieve net zero emissions targets and participate in reducing their carbon footprint.

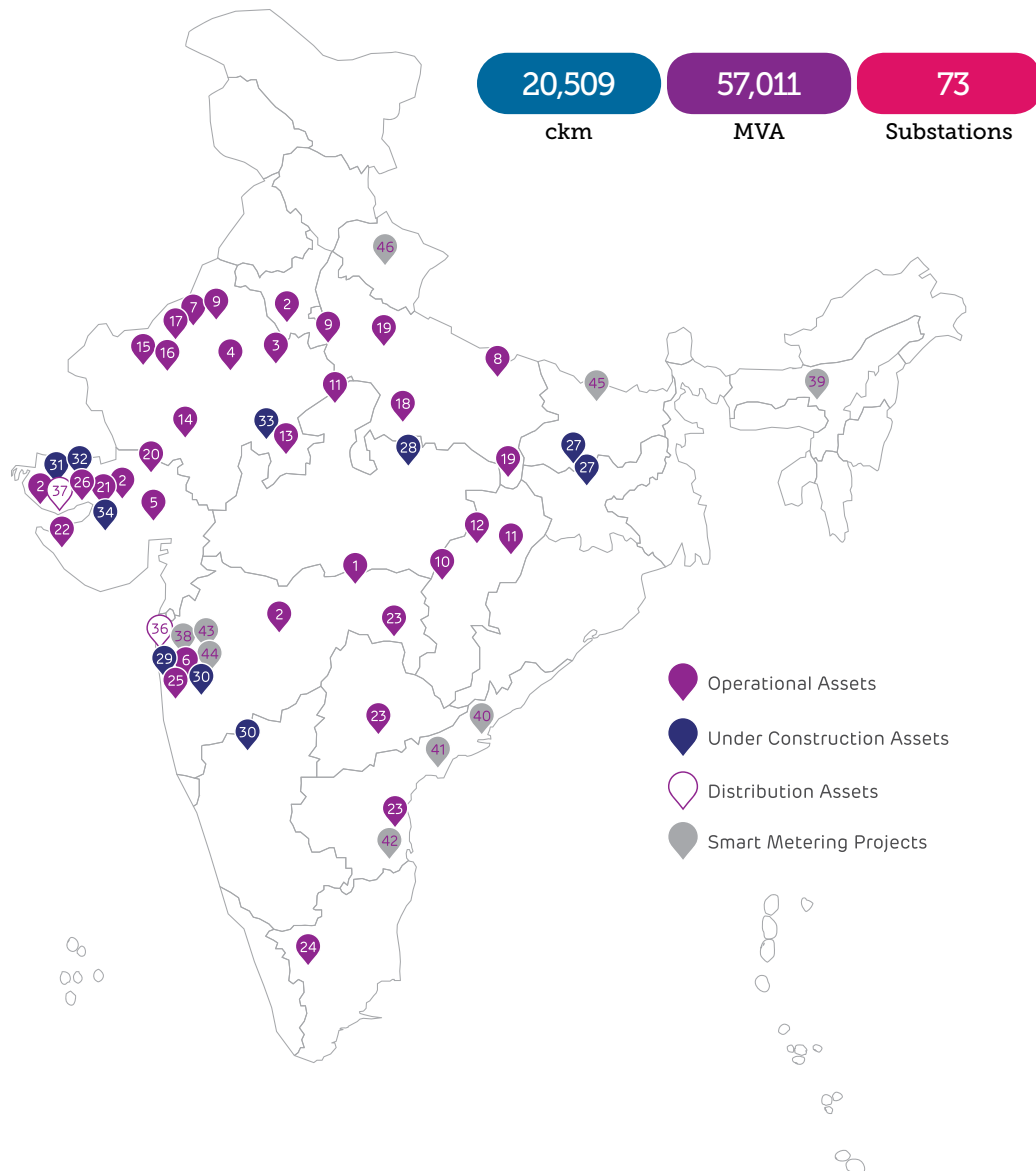
Our dedication to environmental stewardship is evident by our achievements in achieving zero waste to landfill, single use plastic free operations and maintaining a net water positive status. Looking ahead, we have set ambitious targets to attain net zero emissions by 2050, supported by strategic initiatives to reach our goal.

Together, we are charting a course towards a sustainable future driven by innovation, resilience and a shared commitment to excellence.

Kunjal Mehta
Chief Financial Officer

Our Operational Footprint

Geographical Footprint



	Asset	Route length (ckm)
1	Maharashtra Eastern Grid Power Transmission Company	1,217
2	Adani Transmission (India) Limited (ATIL)	3,834
3	Aravali Transmission Service Company Ltd (ATSCL)	97
4	Maru Transmission Service Company Ltd (MTSCL)	300
5	Western Transmission (Gujarat) Ltd. (WTGL)	974

	Asset	Route length (ckm)
6	Western Transco Power Ltd (WTPL)	2,089
7	Adani Transmission Bikaner Sikar Private Limited (ATBSPL)	343
8	Alipurduar Transmission Ltd. (ApTL)	650
9	Adani Transmission (Rajasthan) Limited (ATRL)	278
10	Raipur Rajnandgaon-Warora Transmission Limited (RRWTL)	611
11	Chhattisgarh-WR Transmission Limited (CWRTL)	434
12	Sipat Transmission Limited (STL)	348
13	Hadoti Power Transmission Limited (HPTSL)	116
14	Barmer Power Transmission Limited (BPTSL)	133
15	Thar Power Transmission Limited (TPTSL)	164
16	Fatehgarh Bhadla Transmission Ltd. (FBTL)	292
17	Bikaner Khetri Transmission Limited (BKTL)	481
18	Ghatampur Transmission Limited (GTL)	897
19	Obra- C Badaun Transmission Limited (OBTL)	630
20	Lakadia Banaskantha Transco Limited (LBTL)	351
21	WRSS XXI(A) Transco Limited (WRSS_XXIA)	295
22	Jam Khambaliya Transco Limited (JKTL)	37
23	Warora Kurnool Transmission Ltd. (WKTL)	1,756
24	Karur Transmission Line (KTL)	9
25	Kharghar Vikroli Transmission Limited (KVTL)	74
26	Khavda Bhuj Transmission (KBTL)	217

	Transmission – Under Construction Assets	
27	North Karanpura Transco Limited (NKTL)	303
28	MP Power Transmission Package II Ltd (MP II)	1087
29	Adani Electricity Mumbai Infra Limited (AEMIL - HVDC)	80
30	WR SR Transmission Limited (Narendra-Pune Line)	630
31	Khavda Phase – II Part A	355
32	Khavda Pooling Station 1 (KPS – 1)	42
33	Sangod Transmission Service Limited (STSL)	15
34	Khavda Phase – III Part-A	560
35	Line and Substation Augmentation Projects	-

	Distribution Assets	
36	Adani Electricity Mumbai Limited (AEML)	573
37	MPSEZ Utilities Limited (MUL)	237
	Total	20,509

*Total area for our operational sites is 1,266.65 Hectares. Currently, we have 73 operational and under construction substations.

Our Approach to Reporting

Introduction to the report

We are pleased to present our eighth Sustainability Report. This report aims to provide a comprehensive overview of our ESG initiatives, showcasing our efforts to integrate sustainable practices into every facet of our operations. Through this report, we outline our progress, challenges, risk management and mitigation strategy as well as our future goals. We aim to share our sustainability commitments to ensure transparent communication with all our stakeholders.



Reporting Period

This sustainability report covers our non-financial disclosures on Environment, Social and Governance aspects from April 1st, 2023, to March 31st, 2024, and is aligned with our financial reporting period. As part of our sustainability reporting journey, we disclose our sustainability performance, initiatives and achievements including our progress and the steps we are undertaking towards our ESG goals and targets.

Our Reporting Guidelines

This Sustainability report provides a transparent disclosure of our ESG performance for the reporting period. It has been prepared in accordance with the latest Global Reporting Initiative (GRI) Standards 2021. It has also been aligned to meet the requirements of the following frameworks:

- International Finance Reporting Standards (S1 & S2)
- SASB – Electric Utilities and Power Generators
- Workforce Disclosure Initiative (WDI)
- United Nations Global Compact (UNGC) Principles
- United Nations Sustainable Development Goals (UN-SDGs)
- World Economic Forum Metrics (WEF)





Scope & Boundary

The scope of this report encompasses both qualitative and quantitative data on Environmental, Social and Governance aspects across all our operations and subsidiaries.

The entities that form part of the reporting boundary are on consolidated basis and is same as financial reporting. The entities included in the report are covered in the section "Our Operational Footprint". Historical data trends are provided where relevant, and any exclusions are stated in the respective sections.

Restatement of information

Restatements of information, if any have been added in the respective sections as required.

Assurance

Assurance on the non-financial information has been independently assured by " TUV India Pvt Ltd " in accordance with ISAE 3000 (Revised). The Assurance statement is appended at the end of this report. The report is reviewed by our Board and Senior Management for clarity, completeness, reliability, and accuracy.

Forward looking Statement

This report contains a few forward-looking statements that describe our projections, targets and plans based on historical data, industry trends, market conditions, government regulations, and other prevailing factors. We undertake no obligation to publicly update any forward-looking statements based on new information, future events, or otherwise.

Feedback

We value and welcome your feedback on our sustainability report and aim to provide relevant information to our stakeholders in a comprehensible manner. For any questions, queries or concerns regarding our performance or this report, you can write to us at cso.energysolutions@adani.com.

Adani Portfolio of Companies

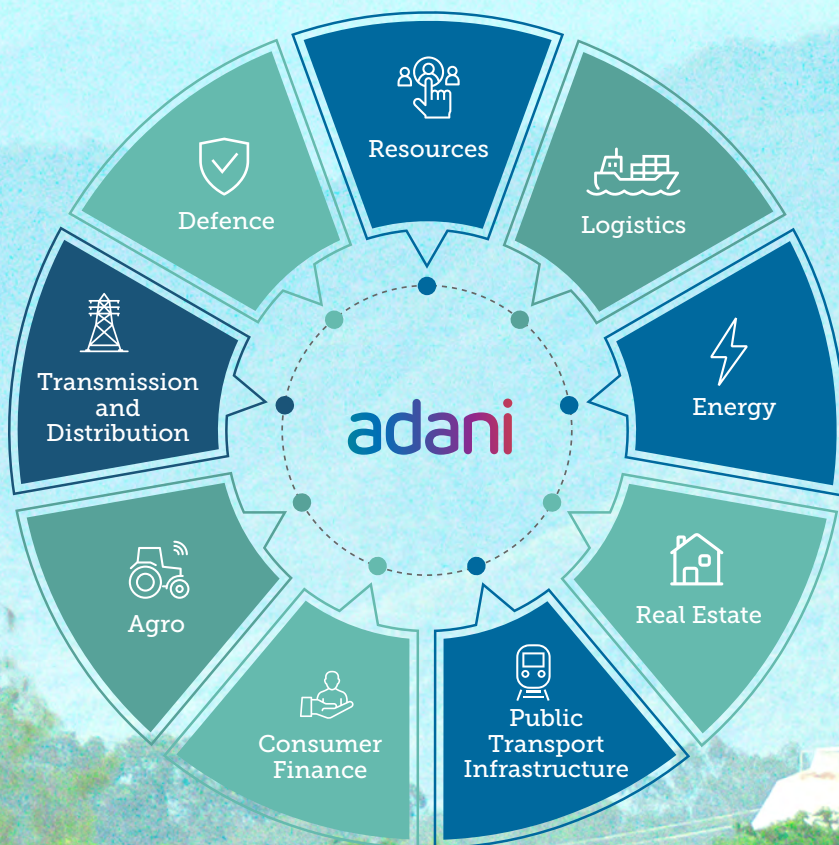
The Adani portfolio of companies, one of India's largest conglomerates, operates across multiple business verticals. Headquartered in Ahmedabad, the portfolio companies were founded by Mr. Gautam Adani in 1988 with initial focus on commodity trading under the flagship company Adani Enterprises Limited (AEL). Over the decades, Adani Group has expanded its operations to encompass a wide range of industries including transport, logistics, energy, utilities, materials, metals, mining, and various consumer-

facing sectors. The portfolio comprises eleven publicly traded companies, including four investment grade (IG)-rated businesses, and is India's sole Infrastructure Investment Grade bond issuer. Over the years, Adani Portfolio of companies has gained significant market share across its businesses.

From its inception as a trading firm, Adani portfolio of companies has evolved into a conglomerate with a strategic focus on sustainable growth and nation-building. The group's philosophy

of 'Growth with Goodness' underscores its commitment to responsible development aligned with national priorities. Notably, Adani has pledged a USD 100 billion investment in green transitions and transport by 2030, which includes developing an Integrated Green Hydrogen Ecosystem and expanding renewable energy capacities. Five companies of the Adani portfolio have committed to achieve net zero by 2050. Furthermore, Adani Group had pledged to plant 100 million trees by 2030 as part of the commitment to [WEF1t.org](https://www.wef1t.org).

Our Business Verticals





Vision

To be a world-class leader in businesses that enrich lives and contribute to nations in building infrastructure through sustainable value creation.

Core Philosophy

At Adani Energy Solutions Limited, we firmly uphold the philosophy of "Growth with Goodness", emphasising sustainable and responsible development aligned with national priorities. It reflects our commitment to Environmental, Social and Governance priorities. Resilience is a cornerstone of our operations, ensuring can adapt and thrive in the face of challenges.

By integrating sustainability into our core business strategy, we not only mitigate risks but also seize new opportunities in the evolving energy landscape. Our commitment to transparency, accountability and ethical practices further reinforces our ability to navigate and overcome adversities while delivering consistent and sustainable growth.

Our Corporate Tenets



Courage

We shall embrace new ideas and businesses



Trust

We shall believe in our employees and other stakeholders



Commitment

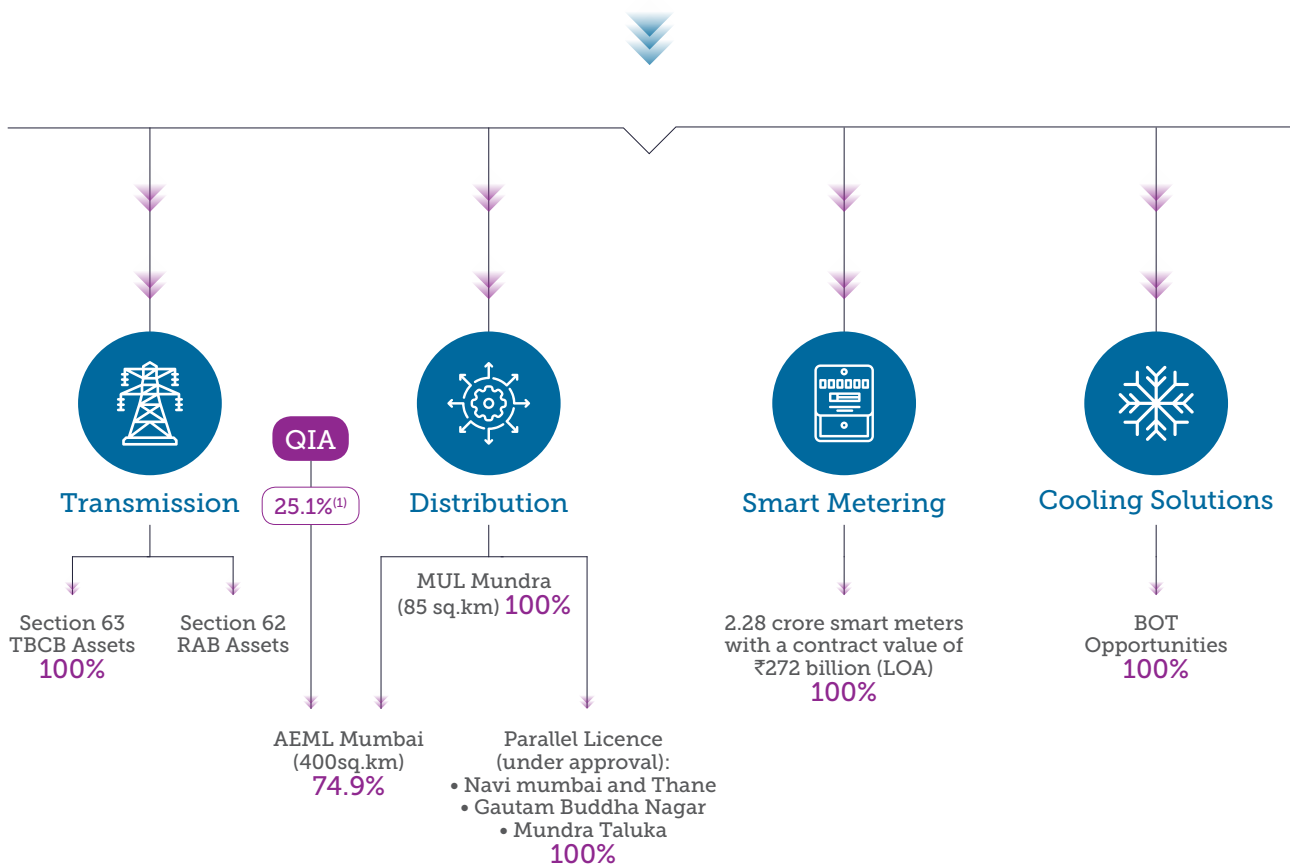
We shall stand by our promises and adhere to high standards of business

Adani Energy Solutions Limited

Adani
Family
73.2%



Public
Shareholding
26.8%



Adani Energy Solutions Limited (AESL), formerly known as Adani Transmission Limited, headquartered in Ahmedabad, exemplifies the group's dynamic evolution in the energy sector. Established in 2015 following a strategic carve-out from Adani Enterprises Limited, AESL aimed to enhance its capabilities and capitalise on opportunities within the energy sector.

We have progressively broadened our scope from primarily focusing on transmission to encompassing retail electricity distribution, smart metering and cooling solutions. This diversification reflects the our commitment to provide integrated energy solutions. The strategic renaming to Adani Energy Solutions Limited signifies this expanded vision and the company's adaptability to evolving energy demands.



1,244

ckm

New transmission lines commissioned

₹ 2.28

crore

Smart meter orders won

₹ 1,14,339

crore

Market capitalisation as on March 31, 2024

₹ 17,000

crore

Transmission system under-construction

₹ 27,195

crore

Contracted value of total smart meter

Transmission

Currently, our transmission network spans across 14 states with 33 transmission projects, marking our position as India's largest private integrated energy service provider.

Our operations have made remarkable progress in the previous year. We added 1,244 circuit kilometers to our operational network and commissioned 4 major projects. These include the 765 kV Warora Kurnool Transmission Line, the Karur Transmission line, the Kharghar Vikhroli Transmission line and the 765 kV Khavda Bhuj Line. These projects play a crucial role in enhancing our capacity to meet growing energy demands and support the seamless flow of power across regions. Our diverse portfolio now includes approximately 8,000 kilometers of OPGW fibre network, 73 substations and 30,000+ towering locations offering a leasing potential to various telecom and communication service operators.

Through strategic growth and commitment to sustainability and innovation, AESL continues to

play a pivotal role in India's energy sector, contributing to the nation's infrastructure and sustainable development goals.

Distribution

Power is a critical component in the economic development of a nation. Recognising the growing energy landscape in India, we have positioned ourselves to cater to the evolving needs of our customers through implementation of advanced technologies, digitisation and state-of-the-art infrastructure and operational efficiency. A significant focus on renewable energy integration has resulted in 34.35% of our energy mix being renewable by FY 2023-24. This aligns with our broader commitment to achieving net-zero emissions by 2050.

We have focused on consistent growth and nation building and have applied for parallel distribution licenses to expand our distribution network and customer base. Our two subsidiaries which include Adani Electricity Mumbai Limited and MPSEZ Utilities Limited (MUL) cater to

the distribution vertical of Adani Energy Solutions Limited.

AEML is an integrated utility supplying reliable and affordable power to the consumers of Mumbai across its 400 sq km and serves over 12 million consumers in Mumbai suburbs and Thane district. Our operational efficiency ensured our average system availability at 99.6%. In the current year, we supplied electricity to 3.18 million customers in and around Mumbai. MUL distributes electricity in Mundra SEZ which is spread across 85 sq km. Its distribution network spans 242 ckm and caters primarily to commercial and industrial customers.

We are continuously seeking opportunities in the privatisation and parallel licensing and will participate in bidding and exploring further opportunities. These pioneering initiatives will provide opportunities to serve a larger customer base, invest capital, enhance topline and provide best services to customers, contributing to the promising future of India.

Smart Metering

Smart meters are a key component of advanced grid infrastructure which is revolutionising energy management and will help provide us and our customers with real-time and accurate energy consumption data. Deployment of smart meters will solve two key issues: Aggregate Technical & Commercial (AT&C) losses and billing inefficiencies.

The Government of India launched the Smart Meter National Programme to replace 25 crore conventional meters with smart meters by 2025. Aligning our business expansion strategy with national priorities, we commenced our smart metering business vertical in FY2023-24. Our prior experience in distribution and project management in the sector has given us significant competitive edge. This has resulted in securing ₹2.28 crore smart meter contracts out of the ₹11.28 crore contracts awarded.

In the current year, we have deployed **five lakh** smart meters which will support us with real-time energy consumption monitoring, billing accuracy and energy management. This will improve operational efficiency and enable to deliver better services to consumers through valuable insights into their consumption

patterns. Furthermore, our smart meter penetration stands at 15.72%.

Cooling Solutions

The rising global temperatures and increasing urbanisation have led to a growing demand for cooling solutions. The Government of India launched India Cooling Action Plan to promote a sustainable way to provide cooling solutions to different sectors of the economy such as residentials and commercial buildings, transports and industries. Aligning our business vertical expansion, we have ventured into the sustainable cooling solutions space recognising the untapped potential of cooling solutions as a service through servitisation model. We have developed an innovative approach which involves deployment of centralised chilled water production units (through chillers) and distributing it to various buildings through a network of pipes (usually underground) to facilitate the cooling process. This process has the potential to reduce upto 50% of the electricity demand and upto 30% of water as compared to conventional cooling systems.

Currently, we have are focusing on developing and enhancing our in-house capabilities to provide end-to-end developer-oriented customer solutions and building strategic partnerships. In the current year, we have implemented our first project of ~ 7000 tonnes of refrigeration (TR) cooling solutions within Shantigram Township, Ahmedabad. As we navigate the cooling solutions segment, we will focus on seizing opportunities in the industrial and commercial real estate sectors as well as airports and data centres.

Our Business Model

Inputs	Our Business Model	Outcomes
<p>Environment</p> <ul style="list-style-type: none"> • 3.36 MW of captive solar capacity • ₹13,703 crore net worth • ₹155.32 crore invested in eco-friendly technologies • 700 MW wind solar hybrid power PPA <p>Social</p> <ul style="list-style-type: none"> • 3,00,855 hours of learning and development • ₹16.25 crore spent on employee well-being initiatives • 3.18 million electricity customers • 615 suppliers • ₹3.38 crore investments in capacity building for corporate learning <p>Governance</p> <ul style="list-style-type: none"> • ₹13,703 crore net worth • ₹53,708 crore asset base • 20,509 ckm transmission lines • 73 substations • 57,011 MVA power transformation capacity • 8,000 route kms OPGW fibre network 	<p>Our Culture:</p> <p>Passion: Performing with enthusiasm and energy</p> <p>Results: Consistency in achieving goals</p> <p>Integration: Working across functions and businesses to create synergies</p> <p>Dedication: Working with commitment in the pursuit of our time</p> <p>Entrepreneurship: Seizing new opportunities with initiatives and ownership</p> <p>Vision: To be a world class leader in businesses that enrich lives, create sustainable value and contribute to nation-building.</p> <p>Key Strategic Priorities:</p> <ul style="list-style-type: none"> - Safety Culture - ESG integration - Efficient Capital Allocation & Execution Capabilities - Portfolio of Efficient Operating Assets - Robust Financial Profile - Business Excellence <p>Products and Services:</p> <ol style="list-style-type: none"> 1) Smart Metering - Executing projects under TOTEX model (capex + opex) - 2.28 crore Smart meter order book 2) Cooling Solutions: Offer Cooling as a Service model (CaaS) <p>Our Business Activities and Operating model:</p> <ol style="list-style-type: none"> 1) Power Transmission: Operating and maintaining power transmission assets with high availability 31 TBCB Transmission Assets 4 RAB Assets 2) Distribution: Operating and maintaining distribution network with minimal losses and best of reliability 485 sq km Licensed distribution area in Mumbai and Mundra SEZ 3) End Users Reliable electricity retail consumers 12 million+ Retail consumers 	<p>Environment</p> <ul style="list-style-type: none"> • 34.35% of clean energy mix achieved • Zero waste to landfill across all sites • 23.87% reduction in GHG emission intensity tCO₂e per million ₹ Revenue. <p>Social</p> <ul style="list-style-type: none"> • Employee productivity at ₹1.27 crore EBITDA/employee • Lower attrition rate at 7.8% • 37,914 CSR beneficiaries • 100% of consumer complaints resolved • 97.10% suppliers screened <p>Governance</p> <ul style="list-style-type: none"> • ₹14,217 crore operating revenue • 4% y-o-y increase in transmission network and 24% y-o-y increase in transformation capacity • Reduction in distribution losses to 5.29% • 99.996% supply reliability (ASAI) in distribution

Our Celebrated Recognitions

Awarded Power Utility of the Year for T&D and Innovative Power Technology of the year at the **Asian Power Awards 2023**

Excellent **Energy Efficient Unit award in 24th National Award** for Excellence in Energy Management 2023 from Confederation of Indian Industry (CII)

Received **Global Sustainability Leadership Award 2023** by the World Sustainability Congress for best sustainable performance

Won the **prestigious Golden Peacock Award in Environment Management** (GPEMA), underscoring our commitment to sustainable practices

AEML ranked #1 utility in performance ranking of power distribution companies for FY 2022-23 in the 12th edition of Integrated Rating of DISCOMs

Received "**Excellence in Procurement Innovation**" & "**Outstanding Leader in Procurement**" awards at the 8th ISM-India Conference & CPO Awards 2023 for our commitment to innovation, sustainable and strategic procurement practices

AEML received the highest award in the **Best Innovative Leadership Development Programme category for 'AE-Marvels'** by Economic Times HR World

Adani Electricity has been bestowed with the prestigious distinction of **Mumbai's No. 1 power distribution utility** by the National Consumer Service Ratings

AEML, was rated 'A' in National Consumer Service Ratings by the Ministry of Power out of the 62 DISCOMs evaluated across India

Excellent Energy Efficient Unit award in **24th National Award for Excellence in Energy Management 2023** from Confederation of Indian Industry (CII)

Platinum Award for Occupational Health and Safety at the 8th **Apex India Occupational Health and Safety Award 2023**

AEML received the CII 2023 DX Award in the Best Practices category as the Most Innovative Company for our unwavering commitment to innovation and excellence

Recipient of the 11th Innovation with Impact Awards for DISCOMs:
Ranked #2 in Category A (Green Energy):
Ranked #3 in Category B (Efficient Operations) and Ranked #3 in Category E (Performance Improvement)

AEML was awarded **"Excellence in Road Safety" and "Excellence in Innovation in Safety Technology"** at the OSH India Awards for road & workplace safety

AESL's CAP 2.0 **"Resilient"** Business strategy & Results recognised by **CII Climate Action Programme 2.0** under **"Energy Mining and Heavy Manufacturing sector"**



Stakeholder Engagement and Materiality Assessment

"Engage, Collaborate, Thrive"

Stakeholder Engagement

Our business operations encompass a diverse range of stakeholders across our value chain. They play a pivotal role in shaping our strategy, operations and overall success. At AESL, we follow a holistic approach to develop strong and meaningful relationships with all our stakeholders including vulnerable groups and ensure their concerns are addressed in a timely and efficient manner.

Our Stakeholder Engagement Policy serves as the guiding framework for these meaningful engagements. Engaging with our stakeholders not only drives performance improvements but also contributes to innovation and competitive advantage. We hold focused dialogues with our key stakeholders periodically through various modes of engagement to apprehend their key concerns and expectations. Our key stakeholders comprise employees and contract

workers, senior management, vendors and suppliers, local communities including civil societies, regulatory authorities, investors and shareholders, customers, media and employee unions.

Our robust governance system steers an effective stakeholder engagement process. The activities are directly overseen and guided by the Board of Directors and our governance policies.



Stakeholder Engagement Process

We have established a four-step process to stakeholder engagement which is guided and overseen by our Board led Stakeholder Relationship Committee.

This process enables us to address issues proactively, adapt to emerging business trends, and align our business practices with the needs and aspirations of our stakeholders. As we continue to evolve, stakeholder engagement remains at the core of our commitment to sustainable growth and resilience.



Identification of Stakeholders

In-depth analysis of stakeholder groups to understand the level of influence on business, key concerns and expectations



Categorisation and Prioritisation of Stakeholders

Classify stakeholders based on common attributes, level of influence and impact including interest and engagement with AESL



Stakeholder engagement and Analysis of Response collected

Develop strategy and process to carry out the engagements effectively and collect feedback and insights for further analysis



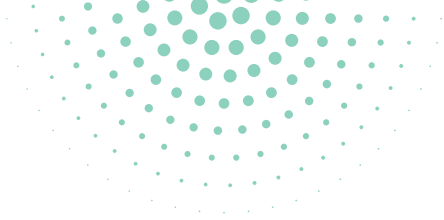
Presentation of Outcomes and Development of Future Strategy

The outcomes of the analysis are presented to the Board for their review. Based on the review, an action plan is designed consistent with the stakeholders interests

Stakeholder Group	Significance	Mode of Communication	Frequency of Engagement	Areas of Concerns	AESL's Action Plan
Employees and Contract workers (Internal)	Critical asset enabling us to navigate the ever-changing industry landscape with their skills and dedication	<ul style="list-style-type: none"> Employee engagement surveys Employee feedback surveys Townhalls and interviews Informal meetings through open forums Direct interaction with the MD, CEO and senior management 	<ul style="list-style-type: none"> Continuously Monthly Quarterly Annually Need based 	<ul style="list-style-type: none"> Work culture that encourages diversity, equity & inclusion Fostering innovation within unique markets and customer interactions Career growth opportunities Learning & development opportunities Forums to express and interact with management 	<ul style="list-style-type: none"> Undertake several initiatives to foster health & safety, learning & development, engagement, diversity, equity and inclusion Conduct learning & development programmes for upskilling the employees Encouragement of regular career and performance discussions between employees and management Established an open door policy encouraging employees to connect with the leadership anytime

Stakeholder Group	Significance	Mode of Communication	Frequency of Engagement	Areas of Concerns	AESL's Action Plan
Senior Management (Internal)	Provides overall direction and strategic guidance. They also oversee risk management, performance, corporate governance and shape the organisation's long-term objectives	<ul style="list-style-type: none"> • In-person meetings • Virtual modes such as video conferences, calls 	<ul style="list-style-type: none"> • Quarterly • Need based 	<ul style="list-style-type: none"> • Ethical conduct • Positive financial performance • Sustainable and resilient business operations • Compliance with applicable regulatory requirements • Transparency in ESG disclosures 	<ul style="list-style-type: none"> • Conduct quarterly reviews of risk management process, stakeholder engagement, ESG related matters • Update senior management on the overall performance of the organisation on financial and non-financial parameters
Vendors and Suppliers (External)	Supports our operations by ensuring timely delivery of services. Encourages responsible sourcing practices ensuring resilient supply chain	<ul style="list-style-type: none"> • Site visits to manufacturing facilities • One-on-One interaction • Supplier Summits • Online & Offline training sessions • One-on-One interaction • Pre-Bid Conferences 	<ul style="list-style-type: none"> • Continuous • Need based 	<ul style="list-style-type: none"> • Clear communication & timely payments • Fair and Ethical Treatment • Long-Term Relationship • Support and collaboration for overcoming challenges to achieve mutual goals • Transparency in operations, especially regarding future plans that may affect them • Respect & recognition for the expertise • Adoption of Technology at scale • Turnkey Contracts 	<ul style="list-style-type: none"> • Fair and ethical treatment to vendors with transparent communication and timely payments • Foster long-term relationships by providing stability, predictability and support to overcome challenges for achieving mutual goals • Undertake programmes and initiatives to enhance quality and compliance with applicable ESG standards • Ensure transparency in our operations and future plans that may affect our vendors • Recognise, respect and leverage their expertise and for mutual benefits • Develop robust strategies to build strong relationships with vendors • Leverage digital technologies and analytics to improve procurement processes, gain insights, and make strategic decisions

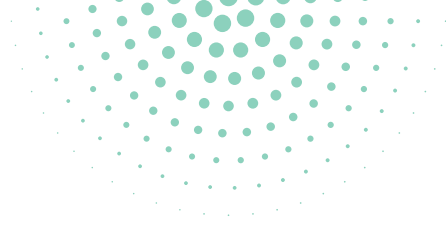
Stakeholder Group	Significance	Mode of Communication	Frequency of Engagement	Areas of Concerns	AESL's Action Plan
					<ul style="list-style-type: none"> • Drive supplier engagement through regular audits, training, and knowledge forums • Supplier Code of Conduct to build transparent & ethical supply chain practices
Local communities including civil societies (External)	Builds positive relationships, ensure long-term viability and social license to operate	<ul style="list-style-type: none"> • Meetings discussions with local communities & Project Officers • Public Consultations • Feedback & Grievance Mechanisms • Interaction with NGO partners and communities • Corporate Social Responsibility (CSR) Initiatives 	<ul style="list-style-type: none"> • Continuous • Need based 	<ul style="list-style-type: none"> • Positive, social and economic contribution • Provide long-term support • Address climate change & environmental issues • Understand their concerns, and involve them in decision-making processes • Generate employment opportunities • Understand health and safety related hazards especially the ones related with power generation and distribution 	<ul style="list-style-type: none"> • Address socio-economic development of local communities through CSR programmes & initiatives • Conduct Impact assessments to optimise CSR programmes & align them with community needs • Ensure transparent availability and accessibility of information about the Company's operations • Establish community grievance redressal mechanism for effective remediation
Regulatory Authorities (External)	Ensures compliance, business continuity in line with changing policy landscape and enables fair competition	<ul style="list-style-type: none"> • Policy advocacy • Direct interactions on a case-to-case basis • Regulatory audits and inspections • Regulatory forums & Awards • Public consultations and hearings 	<ul style="list-style-type: none"> • Need based • Periodic 	<ul style="list-style-type: none"> • Compliance with regulatory standards and contribution to country's energy transition • Abidance by adjudicated disputes and compliance with performance standards • Adoption of technology at scale and support for digital transformation 	<ul style="list-style-type: none"> • Adoption of practices and procedures for 100% compliance with applicable laws and regulations • Robust procedures and systems to proactively mitigate non-compliance risks • Transparent and timely compliance disclosures via Website, Annual Reports, Sustainability Reports and other standalone reports



Stakeholder Group	Significance	Mode of Communication	Frequency of Engagement	Areas of Concerns	AESL's Action Plan
		<ul style="list-style-type: none"> • Collaborative initiatives with regulators for development of sector-specific policies and regulations affecting the power sector • Compliance management 		<ul style="list-style-type: none"> • Strong capital base and liquidity position • Adoption of robust Code of Conduct • Positive development on ESG parameters • Robust governance, transparency in reporting 	<ul style="list-style-type: none"> • Promoting adoption of energy-efficient appliances by end consumers through Demand-side Management programmes • Collaborations with stakeholders to ensure compliance, foster business-friendly environment and overall industry growth • Embracing digital transformation to stay ahead of the competition • Power Purchase Agreements (PPAs) with renewable energy developers to support country's energy transition for a sustainable future
Investors and Shareholders (External)	Mobilise financial resources for sustained business growth	<ul style="list-style-type: none"> • Investor Meets • Shareholder Meetings [Annual General Meetings] • Investor Conferences and Roadshows • Investor Relations (IR) webpage on company website • Regulatory filings, newsletters, media relations, market intelligence reports • Periodic declarations on performance • Industry forums, panels, and discussions 	<ul style="list-style-type: none"> • Quarterly • Periodic • Need based 	<ul style="list-style-type: none"> • Stable, robust and sustainable financial performance • Transparency and progress on ESG topics • Align the Company's values and actions with those of the investors • Participation in decision-making regarding the changes advocated by the shareholders • Receive scheduled updates on the Company's progress 	<ul style="list-style-type: none"> • Maintain profitability through cost management for greater efficiency and sustainable growth • Transparent & timely communication as well as disclosures on business as well as ESG performances • Prioritise environmental and social impact along with economic performance • Share insights on market trends, competitive analysis, and industry forecasts • Continuous progress on management of business and ESG topics through clear and measurable goals • Value stakeholder inputs and encourage them to share their opinions and ideas • Ensure profitability through cost management for greater efficiency and sustainable growth



Stakeholder Group	Significance	Mode of Communication	Frequency of Engagement	Areas of Concerns	AESL's Action Plan
		<ul style="list-style-type: none"> Investor Relations (IR) webpage on company website Social media and digital platforms Webinars, webcasts, and virtual tours One-on-One meetings 	<ul style="list-style-type: none"> Quarterly Periodic Need based 		<ul style="list-style-type: none"> Robust governance structure to ensure ethical business conduct and compliance Expanding into new geographic markets and customer segments for new revenue and growth opportunities Prioritising transparent and prompt communication with during unforeseen events or crises Media engagement to publish articles and interviews enhancing company's visibility and profile among potential investors & shareholders Provide direct value through attractive dividend policies Have a dedicated Investor Relations Officer as the primary contact for investor enquiries and communications Maintain strong revenue growth and profitability, directly enhancing shareholder/ investor value
Customers (External)	Provides an opportunity to build long-term symbiotic relationships	<ul style="list-style-type: none"> Direct Communication One-on-One interaction Feedback Surveys Grievance mechanism 	<ul style="list-style-type: none"> Continuous Need based 	<ul style="list-style-type: none"> Differentiated service offerings & product portfolio Digitally-enabled positive experience Participation in various industrial forums Digital disruption Identification and satisfaction of customer needs Brand reputation Customer privacy and feedback 	<ul style="list-style-type: none"> Expanding into new market areas, such as renewable energy sources Embracing new technologies and data-driven solutions for cost savings, efficiency & informed decisions Providing sustainable, affordable, and innovative energy solutions Maintaining customer-centric digital approach through digital transformation and value-added competitive solutions addressing present and future needs of the end users



Stakeholder Group	Significance	Mode of Communication	Frequency of Engagement	Areas of Concerns	AESL's Action Plan
					<ul style="list-style-type: none"> • Undertake several initiatives for enhanced responsiveness and superior value delivery • Comprehensive grievance redressal mechanism for effective resolution • Advocate customer concerns to regulators for consumer-friendly policies and schemes • Integrate data privacy system into our risk management framework to safeguard customer data
Media (External)	Enables communication with stakeholders regarding business performance and ESG initiatives	<ul style="list-style-type: none"> • Direct communication • Social Media 	<ul style="list-style-type: none"> • Need based • Issue based 	<ul style="list-style-type: none"> • Transparency and credibility in the Company's dealings, operations and communications • Accountability and Social Responsibility in the Company's actions and decisions • Adherence with ethical practices 	<ul style="list-style-type: none"> • Differentiated communication strategies for media personnel, depending whether consultation or mere information is required • Multiple communication channels, such as emails, newsletters, social media, and in-person meetings • Social media interactions through prompt, accurate and timely responses to comments/ questions • Fostering strong ties with media for long-term collaboration and relevant participation
Employee Unions (External)	Enables fair representation of employees/ workers, protect their rights, and foster a collaborative relationship between workforce and management	<ul style="list-style-type: none"> • In-person meetings 	Need based	<ul style="list-style-type: none"> • Fair wages and benefits • Proper working conditions • Workplace safety • Respect for Human Rights • Training & Development 	<ul style="list-style-type: none"> • Ensure compliance with applicable regulations to provide more than minimum wages • Implement policies and processes to ensure safe working conditions • Train employees and workers on safety measures, business operations, technology etc

Materiality Assessment

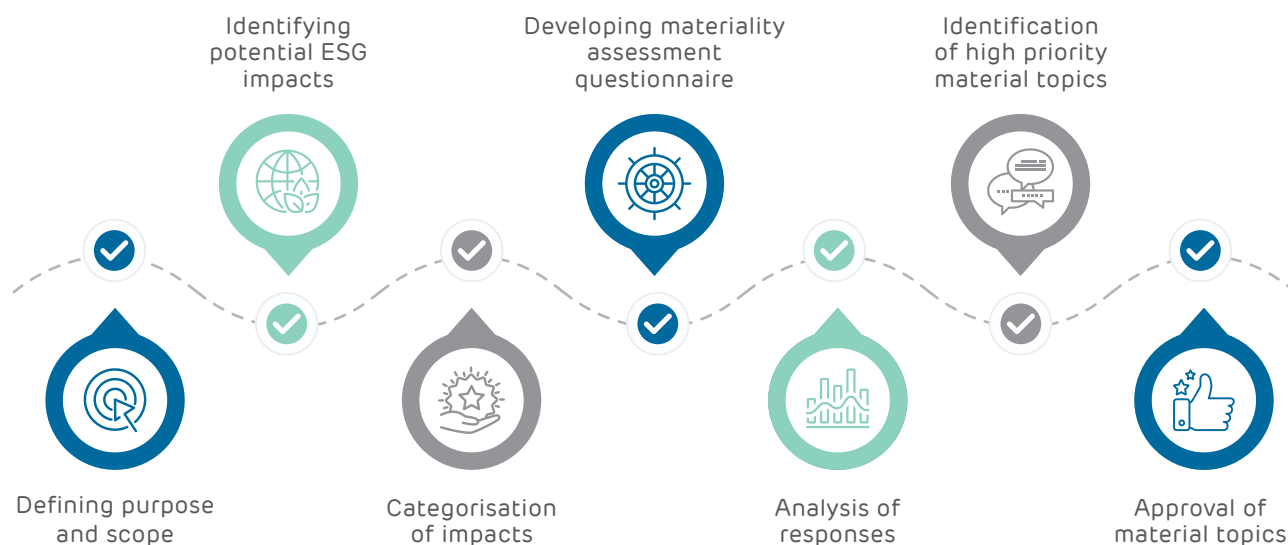
At AESL, we conduct an extensive materiality assessment exercise every three years. In FY 2023-24, we conducted a Double Materiality assessment in line with the guidance of GRI standards 2021, and ESRS General Disclosures.

The assessment was conducted to identify and prioritise key ESG topics that not only affect our financial performance but also have significant environmental, economic and social implications. The evaluation aids in anticipating risks, seize opportunities and enhance our strategic decision-making. This holistic understanding helps us to align our operations with our sustainability goals, foster stakeholder trust and drive long-term value creation.



Our Approach

We devised a seven-step approach for conducting the double materiality assessment exercise.



Step 1, Defining purpose and scope-

We initiated the assessment by defining the purpose and scope, covering our key operations, value chain, key associations, to understand significant ESG issues.

Step 2 and 3, Identifying potential ESG impacts and Categorisation of Impacts:

Through a comprehensive mapping and understanding sector specific and operational level aspects aligned with global benchmarks and international standards, we defined a list of impacts which holds significance for respective stakeholder groups. A total of 28 impacts were finalised and categorised under environment, social and governance dimension. The impacts were identified from a two-fold perspective.

1. Impact Materiality:

Under impact materiality, we initiated the process by assessing the context of our organisation within the sector we operate, stakeholders we interact with and nature of our activities. In coherence with this, we developed a list of actual and potential impacts on the economy, environment and people through our business activities and relationships. These impacts were further classified into positive and negative, reversible and irreversible, intended and unintended as well as short-term and long-term. We further classified the identified impacts into physical and transitional risks. To assess these impacts, parameters including

scale, scope, irremediable character, and likelihood were considered.

2. Financial Materiality:

For financial materiality, we identified risks and opportunities associated with the identified impacts. To assess the risks and opportunities from the company's value perspective, the senior leadership provided their opinion on likelihood of occurrence of risk and opportunities, and potential financial effects of risks and opportunities.

Step 4, Developing materiality assessment questionnaire:

We developed the materiality assessment questionnaire based on business relevance and stakeholder impact and sent out to list of internal and external stakeholders.

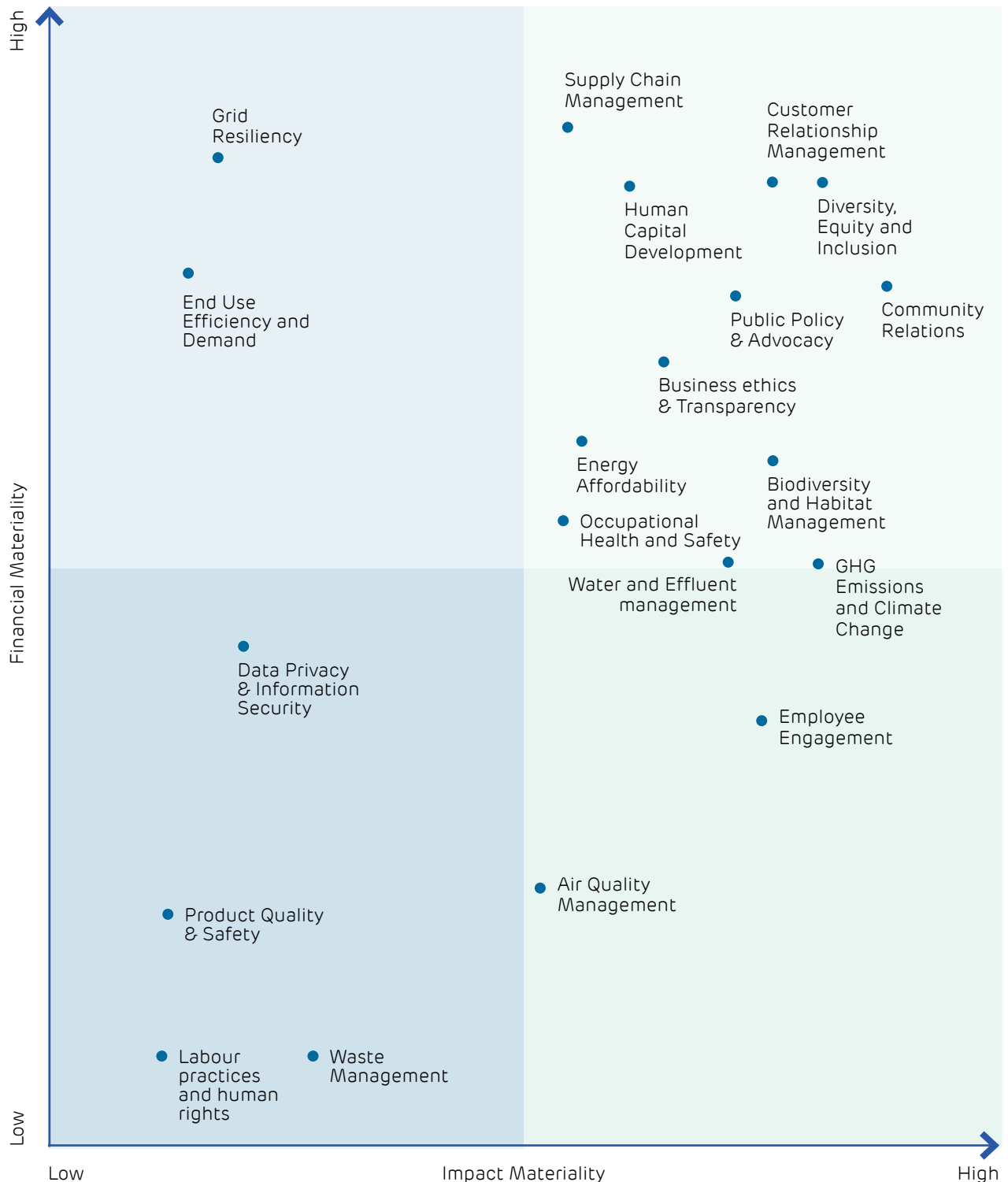
Step 5, Analysis of responses:

The outcome of consultation with all stakeholders (internal and external) was analysed from financial and impact materiality perspective.

Step 6 and Step 7, Identification of high priority material topics and Approval of material topics:

After analysis, the outcome was presented in a materiality matrix, as depicted below. The matrix was further presented to the senior management for evaluation and signoff.

Materiality Matrix










*During the reporting year, GHG Emissions and Climate Change, Human Capital Development and Occupational Health and Safety held utmost significance for our business.


We have identified 12 material topics significant for the addressal on priority, however our larger focus covers all the identified material topics and the associated impacts. In addition to the 10 material topics prioritised for the reporting year, we have also taken - Biodiversity and Habitat Management and Occupational Health and Safety in the list of prioritised material topics. The identified impacts are integrated into our Enterprise Risk Management (ERM) framework to support in the identification of business risks as well as inform our future business strategies, and management processes.

Material Topic	Associated Impacts	Category of Stakeholders Impacted	Alignment with GRI and Associated KPIs	Alignment with UN SDGs	
Environment					
GHG Emissions and Climate Change	<ul style="list-style-type: none"> Greenhouse gas emissions contributing to climate change Reduction in GHG emissions by increasing the share of renewable energy in existing power purchase mix. 	Internal and External	GRI 302: Energy GRI 305: Emissions KPIs <ul style="list-style-type: none"> Energy consumption (from renewable vs non-renewable sources) within and outside the organisation Energy intensity GHG emissions (Scope 1, Scope 2 and Scope 3) Reduction of energy consumption GHG emissions intensity Ozone depleting substances NOx, SOx, Direct Mercury emissions, Dust emissions 	   	
Water and Effluent Management	<ul style="list-style-type: none"> Increased availability of freshwater sources Pollution of land, water and air due to waste disposal 	Internal and External	GRI 303: Water and Effluents KPIs <ul style="list-style-type: none"> Water withdrawal Water withdrawal intensity Water discharge Water consumption 	  	
Biodiversity Conservation and Habitat Management	<ul style="list-style-type: none"> Habitat fragmentation as result of setting transmission lines Species deterioration through operations in eco-sensitive zones 	External	GRI 304: Biodiversity KPIs <ul style="list-style-type: none"> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas Significant impacts on biodiversity from business activities, products and services IUCN Red List species and national conservation list species with habitats in areas affected by operations Habitats protected or restored 	  	

	Risk/ Opportunity	Financial Implications	Mitigation Measures (in case of risk)
	Risk and Opportunity	Negative	<ul style="list-style-type: none"> • Board-level Corporate Responsibility Committee that governs sustainability related operational and financial risks. • Develop and implement robust Business Continuity Plan. • Climate performance-linked remuneration to all key management personnel. • Conduct third-party assessments to evaluate asset vulnerability owing to climate risks and tap into the new business opportunities. • Investment in innovation and technologies to mitigate impact of climate change on our operations such as Renewable Energy, solar capacity, energy-efficient technologies. • Emergency Restoration System to ensure swift recovery in case of transmission and distribution network failure and ensures reliability during extreme weather conditions. • Augmentation of solar capacity to reduce auxiliary power consumption. • Align with global climate goals and adoption of sustainable practices for long-term viability. • Evaluate sustainability goals and climate resilience strategies every 3-5 years.
	Risk and Opportunity	Positive and Negative	<ul style="list-style-type: none"> • Systems and processes to manage water consumption through continuous monitoring and tracking across all operational sites. • Implementation of rainwater harvesting at substations to reduce dependency on freshwater. • Planned initiatives to replenish natural water sources by extracting lesser than what we utilise. • Treatment of effluent in in-house sewage plants and reusing it for horticulture activities. • Monitor compliance with Water Regulations and Water Quality Standards. • Consume water responsibly and reduce water intensity through efficient cooling systems and low-water technologies. • Business Continuity Planning considering water-related risks (droughts, pollution, floods etc.). • Regular maintenance and leak repairs to ensure optimal water performance. • Continuous review of progress against water neutrality.
	Risk	Negative	<ul style="list-style-type: none"> • Dedicated policy focusing on preservation and enhancement of biodiversity with an aim to achieve "Net Positive Gain" by FY 2024-25. • Signatory to India Business and Biodiversity Initiative (IBBI). • Focus on avoiding ecologically sensitive zones for transmission line routes, minimising biodiversity impact, and restoring/nurturing habitats. • Undertake third-party biodiversity impact & dependency assessment of operational sites and utilise its findings for informed decision-making and planning. • Build partnerships to undertake planned initiatives and carbon sequestration for restoring/nurturing ecosystems, habitats, conservation of biodiversity, increasing green cover and reducing soil erosion • Adani Energy Solutions is aligned to the Group's pledge to grow & nurture 100 million trees by 2030 – one of the largest 1t.org pledge across India. • Strict adherence to regulations and obtain required permissions and clearances before drawing transmission lines. • Compensate for biodiversity loss by creating or restoring habitats elsewhere. • Engage employees, local communities and environmentalists to foster goodwill, conservation mindset and ensure sustainable practices.

Material Topic	Associated Impacts	Category of Stakeholders Impacted	Alignment with GRI and Associated KPIs	Alignment with UN SDGs	
Social					
Customer Relationship Management	<ul style="list-style-type: none"> Undisrupted power supply and minimum inconvenience to customer Efficient energy use by customers resulting in reduced demand Financial implications for customers due to partially functional or dysfunctional smart meters Increase in green energy tariff 	External	GRI 416: Customer Health and Safety GRI 418: Customer Privacy KPIs <ul style="list-style-type: none"> Customer Satisfaction Scores Incidents related to breach of customer data Average Duration of Interruption (ADI) Average Time to Resolve Customer Complaints Billing Error Rate 	  	
Human Capital Development	<ul style="list-style-type: none"> Increased employee engagement Increased creativity and innovation Enhanced employee performance 	Internal	GRI 404: Training and Education KPIs <ul style="list-style-type: none"> Employee Engagement Score and Employee Engagement Index Hours of Learning and Development Employee turnover and retention rates Spends on employee benefits Employee satisfaction score Types of employee development programmes 	 	
Diversity Equity and Inclusion	Employment opportunities for diverse workforce	Internal	GRI 405: Diversity and Equal Opportunity KPIs <ul style="list-style-type: none"> Women representation at all levels and functions within the workforce Number of hires across diverse demographics Regional diversity of workforce 		
Community Relations	Livelihood creation and uplifting quality of life and create indirect economic benefits	External	GRI 413: Local Communities KPIs <ul style="list-style-type: none"> Number of beneficiaries Number of beneficiaries from marginalised and vulnerable groups Programme wise beneficiaries and extensive reach 	 	
Energy Affordability	<ul style="list-style-type: none"> Increased customer access to green energy Provision of electricity at affordable price 	External	Non-GRI KPIs <ul style="list-style-type: none"> Green Tariff Renewable energy in procurement mix 	 	

	Risk/ Opportunity	Financial Implications	Mitigation Measures (in case of risk)
	Risk and Opportunity	Positive and Negative	<ul style="list-style-type: none"> • Focus on increasing renewable energy in the overall energy mix • Providing subsidised green tariffs for consumers to access renewable energy.
	Opportunity	Positive	Not Applicable as this is an Opportunity
	Opportunity	Positive	Not Applicable as this is an Opportunity
	Opportunity	Positive	Not Applicable as this is an Opportunity
	Opportunity	Positive	Not Applicable as this is an Opportunity

Material Topic	Associated Impacts	Category of Stakeholders Impacted	Alignment with GRI and Associated KPIs	Alignment with UN SDGs	
Occupational Health and Safety	<ul style="list-style-type: none"> Exposure to hazards and accidents at workplace Increased instances of mental health illnesses 	Internal and External	<p>GRI 403: Occupational Health and Safety</p> <p>KPIs</p> <ul style="list-style-type: none"> Workplace fatalities for employees and contract workers Lost-Time Injury Frequency Rate (LTIFR) for employees and contract workers Work-related ill-health for employees and contract workers Safety Training hours 	 	
Governance					
Public Policy and Advocacy	Implementation of essential and efficient procedures through research and public policy initiatives	Internal and External	<p>GRI 415: Political Contributions</p> <p>KPIs</p> <p>Contributions to political parties, trade associations, tax-exempt groups</p>		
Business Ethics and Transparency	Effective governance mechanism leading to increased transparency and disclosures	Internal and External	<p>GRI 205: Anti-corruption, GRI 2: General Disclosures- 3. Governance, 4. Strategy, policies and practices</p> <p>KPIs</p> <ul style="list-style-type: none"> Training of Directors, employees and senior management personnel on Code of Business Ethics & Conduct and Whistle Blower mechanism Incidents related to the breach of code including corruption and bribery Incidents related to human rights violation Audits and third-party assessments Number of incidents reported through whistleblower hotline or reporting system 		
Supply Chain Management	<ul style="list-style-type: none"> Human rights violations in own operations and supply chain Consequences on environment and society due to absence of sustainable sourcing practices Boost in local economy 	External	<p>GRI 308: Supplier Environmental Assessment</p> <p>GRI 414: Supplier Social Assessment</p> <p>KPIs</p> <ul style="list-style-type: none"> Number of new suppliers onboarded Number of suppliers screened using environmental and social criteria Number of assessed on environmental and social criteria Supplier capacity building programmes Significant suppliers Procurement spends on local suppliers Tier wise suppliers 	   	

	Risk/ Opportunity	Financial Implications	Mitigation Measures (in case of risk)
	Risk and Opportunity	Positive and Negative	<ul style="list-style-type: none"> • Robust Health and Safety governance to ensure workplace healthy and safety • Six-step Contractor Safety Management (CSM) System along with monitor mechanism to ensure contractor's compliance with required safety standards • Implementation of Incident Reporting and Investigation mechanism in line with Group's safety standard • Regular health check-ups and safety trainings to the employees and contract workers to reduce accidents • Undertake a host of health & safety initiatives for the workforce in line with Group's health & safety standards such as 'Safety Samvaad', 'Sabhi ki Suraksha WhatsApp Group', direct monthly interactions of workers with the COO, etc. • Inhouse and third-party safety audits undertaken for operational & under-construction sites
	Opportunity	Positive	Not Applicable as this is an Opportunity
	Risk and Opportunity	Positive and Negative	<ul style="list-style-type: none"> • Robust corporate governance practices and procedures led by the Board of Directors • Policies, Code of Conduct and KPIs to promote ethical behaviour and highest level of compliance • Integrated systems and frameworks to monitor day-to-day operations and ensure compliance, ethics, trust, transparency across the internal processes • Training employees on business ethics, identification and reporting of unethical behaviour through whistleblower mechanism • Regular audits to ensure compliance with the code of conduct; third-party verification of compliance management systems • Timely disclosures about our performance to all key stakeholders • Commitment to continuous improvement by assessing ethics programme effectiveness through requires collaboration across departments/functions and levels
	Risk and Opportunity	Positive and Negative	<ul style="list-style-type: none"> • Conduct Human Rights violations assessments in our own operations and value chain partners • Conduct comprehensive Supplier screening to ensure no substantial potential or actual negative effects occurs • Conduct Capacity building and provide support to suppliers to help them achieve collective sustainable goals • Assess our supplier spends and tier wise suppliers • Conduct third-party assessments of our value chain • Assist suppliers in corrective actions plans

Integrity, Accountability and Progress

Building trust through
robust Governance



At AESL, our governance structure is designed to uphold the highest standards of corporate responsibility and operational excellence. Our Corporate Governance Tenets: Courage, Trust and Commitment guide our actions and ensure transparency and integrity towards our stakeholders. We aim to continuously improve our internal systems and processes integrating sustainability priorities into our overall business management and ensure trust, oversight and accountability. We maintain a strong foundation headed by our Board, which promotes transparent and open communication. We have a one tier Board which ensures the effective implementation of business strategies and holistic growth and development thereby making us stronger than ever.

Alignment with UN SDGs










Focus Areas

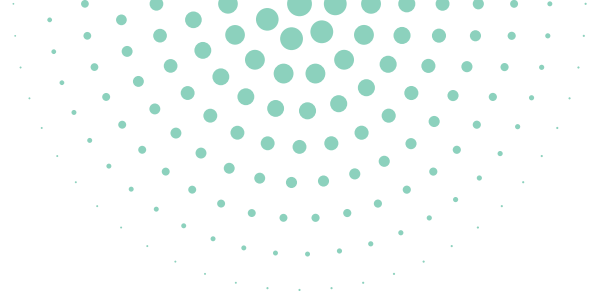
Board Composition and Independence	Transparency and Disclosure
Shareholder rights and engagement	Stakeholder engagement
Risk Management	Ethical Conduct and Anti corruption measures
Environment and social responsibility	

Linkage to Strategic Priorities

- ESG Integration
- Business Excellence
- Financial Profile

Linkage to Material Topics

 Business Ethics and Transparency	 Public Policy and Advocacy
 Diversity, Equity and Inclusion	 Human Rights
 GHG emissions and Climate Change	 Water and Effluent Management
 Occupational Health & Safety	



Targets

Target	Progress
100% coverage of Directors and employees on training of Code of Business Ethics and conduct	All Directors and employees were trained on Code of Conduct
100% coverage of Directors and employees on Human Rights training	All Directors and employees are trained on Human Rights
57% Independent Directors on the Board	57% Independent Directors on the Board
29% women Directors on the Board	29% women Directors on the Board
Ensure zero instances of breach of Code of Business Ethics including anti-corruption and bribery policy	Zero instances of breach of Code of Business Ethics including anti-corruption and bribery policy
Ensure zero cases of human rights violations	Zero Human rights violations
Ensure 100% compliance of applicable legal, environmental, and statutory requirements	100% compliance achieved on applicable environmental and statutory requirements

Board of Directors

Our robust governance framework is rooted in our experienced Board of Directors. Composed of experienced professionals with diverse backgrounds, they contribute significantly to our corporate governance and give strategic direction to our organisation. They maintain stakeholders' trust, ensure effective oversight and promote ethical conduct throughout the organisation. At AESL, the role of chairperson and CEO are held by different personnel that is, Mr. Kandarp Patel, the Chairman and Mr. Anil Sardana, the Managing Director of the Company. Both these positions have distinct and well-articulated

roles and responsibilities. The Board members are appointed considering shareholder votes, and the competency they bring to operations. The Board comprises two female directors, accounting 29% of the Board strength. The average tenure of the Board members is 7.17 years. 86% of our Board members are Indian and 14% are Australian. Board meetings are held as and when required, with a minimum of one meeting every quarter. Discussions and reviews around corporate or future action plans, strategy, financial returns, budgets and matters related to sustainability action plans are carried out in these meetings. The Board composition is in conformity

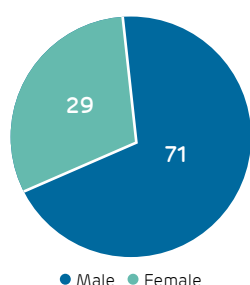
with the applicable provisions of Companies Act, 2013 ("Act"), SEBI Listing Regulations, as amended from time to time and other applicable statutory provisions. The composition is in alignment with Regulation 17 of the Listing Regulations and Section 149 (4) of the Companies Act, 2013. Further, as per SEBI Listing Regulation the board of directors of the top 1,000 listed companies, effective 1st April, 2020, shall have at least one independent woman director.

Board Diversity Policy

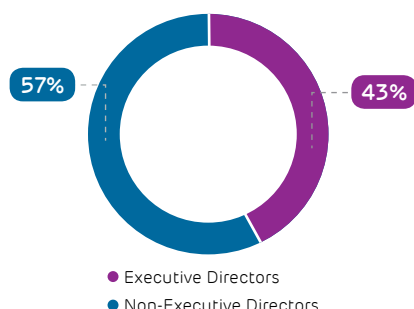
Our Board Diversity Policy underscores our commitment to fostering diversity and inclusion within our governance body.



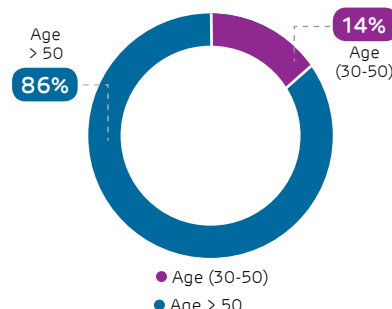
Board Gender Profile



Board Composition



Board Age Profile



It mandates an optimal mix of executive and non-executive directors, ensuring that at least 50% of the board is composed of Independent Directors. Our Board has a well-balanced composition of executive, independent and non-executive directors and has two women members. This diversity enriches the Board's decision making process by incorporating a wide range of perspectives and experiences, particularly in the areas such as power sector, strategy, financial, counterparty, negotiations, risk, public policy, legal environment, and social issues. A well-balanced Board helps in making the organisation resilient to unforeseen as well as predictable circumstances through its effective strategic decision-making skills. We also conduct programmes for our Board covering topics such as Health and Safety, Industry trends, Ethics and governance and sustainability.

Currently, no Board members are from the underrepresented social groups, yet stakeholder representation is achieved through Independent directors. We ensure compliance with all regulatory requirements of SEBI LODR and the Companies Act, 2013; implementing the same, our Independent directors confirmed that they meet

the criteria of "Independence". For further details on governance structure, composition, board expertise and skill development please refer to the Integrated Annual Report.

Board Performance Evaluation

Board performance evaluation plays a pivotal role in assessing the effectiveness and strategic impact of our governance body on the economy, environment and people. The Board is evaluated on a list of criteria set by the Nomination and Remuneration Committee. These criteria include composition of the Board and Committees, experience and competencies, performance of specific duties and obligations, contribution at meetings amongst many others.

Thorough evaluations help us identify our Board's strength and weaknesses, ensuring robust oversight of risk management and strategic planning while enhancing stakeholder value. In the current year, Board evaluations provided us with valuable insights into our Board dynamics, the contributions of individual directors, and areas where our governance practices can be strengthened. This has helped us in managing

and mitigating unforeseen circumstances and obstacles and paved the way for a more resilient organisation. Our performance evaluation results saw no change in the composition of the Board.

Board Committees

Board Committees are essential components of corporate governance. These committees are established by the Board in order to carry out their duties effectively in overseeing the business operations. Serving as the Board's right hand, they oversee various aspects of the organisation, ensuring efficient and streamlined business operations. The Board oversees the execution of the responsibilities of the committees. Minutes of meeting and updates for all Committees are placed before the Board for review. Every quarter, critical concerns, if any, are communicated to the Board for their review. During the reporting year no critical concerns were raised to the board. The Board has set up statutory and non-statutory committees to ensure that every issue is effectively, resolved swiftly. The following are the committees set up by the Board of AESL.

Statutory Committees



Audit Committee



Nomination and Remuneration Committee



Stakeholder's Relationship Committee



Corporate Social Responsibility Committee



Risk Management Committee

Non-Statutory Committees



Securities Transfer Committee



Corporate Responsibility Committee



Public Consumer Committee



Legal, Regulatory & Tax Committee (Sub-committee of RMC)



Information Technology & Data Security Committee



Mergers & Acquisition committee Sub-Committee of RMC



Reputation Risk Committee (Sub Committee of RMC)

Statutory Committees

Audit Committee

The committee ensures transparent and independent oversight of the organisation's financial reporting process, internal controls, and audit functions to strengthen the confidence of stakeholders. It is also responsible to oversee the performance and independence both external and internal auditors, approving their selection and evaluating their work to ensure smooth thorough and unbiased audits.

Nomination and Remuneration Committee

The committee is responsible to oversee the process of identifying and nominating candidates for the board of directors and key managerial personnel, ensuring they possess the necessary skills, experience and diversity to contribute to the organisation's success. The committee also regularly reviews the remuneration policies to ensure they are fair, competitive and aligned with the company's strategic objectives and long-term goals. Furthermore, they review, amend and approve all policies related to Human resources and ensure implementation of appropriate programmes to achieve maximum leverage from employee engagement, training and development and performance management. It also oversees workplace safety goals, risks related workforce and compensation

practices employee diversity programmes.

Stakeholder's Relationship Committee

The committee is responsible to manage and foster healthy relationships with various stakeholders, including shareholders, debenture holders, and other security holders. The primary responsibilities include addressing and resolving grievances related to share transfers, transmission of shares, non-receipt of annual reports or declared dividends, and issuance of new or duplicate certificates. Furthermore, the committee oversees investor engagement programmes, interactions with rating agencies, and ensures compliance with statutory regulations concerning securities. Through these activities, the committee aims to enhance investor satisfaction and uphold the company's commitment to transparency and responsiveness in stakeholder relations. Additionally, the committee is also responsible for Policy Advocacy initiatives with relevant forums.

Corporate Social Responsibility Committee

The committee guides and oversees the organisation's CSR activities. It is responsible for formulating and recommending to the Board a comprehensive CSR

policy, outlining activities that align with Schedule VII of the Companies Act, 2013. The committee is tasked with recommending the budget for these activities and monitoring their execution to ensure transparency and effectiveness. Additionally, the committee reviews the company's performance in CSR areas, implements a monitoring mechanism, and assesses the impact of CSR projects to ensure they align with the company's strategic objectives.

Risk Management Committee

The committee oversees and guides the company's risk management framework. It is responsible for reviewing the efficacy of the organisation's risk governance structure, risk assessment processes, and risk management policies, ensuring they are robust and comprehensive. It reviews and approves the Enterprise Risk Management (ERM) framework, which includes identifying and mitigating risks identified such as financial, operational, sectoral, sustainability, information technology, and cybersecurity risks. The committee also monitors and evaluates the company's risk appetite and tolerance, particularly in relation to business continuity and strategic objectives. It is also responsible to oversee supplier diversity in the supply chain.

Non-Statutory Committees



Securities Transfer Committee

The committee is tasked with managing and overseeing the efficient and timely transfer and transmission of company securities. This includes issuing duplicate share and debenture certificates, handling the subdivision and consolidation of shares, and re-materialising shares as necessary. By assuming these responsibilities, the committee ensures that investor related services are handled promptly and efficiently, maintaining smooth operations in securities management.

Corporate Responsibility Committee

The committee is tasked with defining and overseeing the organisation's corporate and social obligations as a responsible corporate citizen. This involves

approving strategies to ensure the organisation meets its responsibilities, creating appropriate policies aligned with international standards, and monitoring external developments that could impact the company's reputation or operations. The committee also reviews the company's stakeholder engagement plans and ensures alignment with the United Nations Sustainable Development Goals (UNSDG) and other sustainability standards. Additionally, it is responsible to provide guidance and oversight of sustainability risks, climate change, policy advocacy. It also oversees the strategies, initiatives and policies regarding Environmental, Social and Governance perspective. This comprehensive oversight helps the organisation to maintain ethical governance, environmental stewardship, social responsibility and human resource management in its business practices.





Public Consumer Committee

The committee is primarily responsible for designing and overseeing policies on consumer services. It ensures that the organisation's approach to consumer relationship management is fair and effective. Additionally, the committee reviews actions taken to enhance consumer service orientation, providing suggestions for process improvements. Furthermore, it seeks and provides feedback on the quality of services rendered, reviews the grievance redressal mechanism, and monitors the status of grievances received and resolved. The committee oversees the policies and processes related to advertising and compliance with consumer protection laws, ensuring that consumer engagement plans and satisfaction trends are thoroughly reviewed and improved. It oversees the grievance redressal mechanism, its structure, framework, efficacy and recommends improvements to make it more effective and responsive.

Information Technology and Data Security Committee

The committee is responsible for overseeing the implementation of the latest IT tools and technologies to automate key functions and processes within the organisation. It is also responsible

for ensuring the protection of important data and establishing robust data protection policies. Furthermore, the committee assesses and mitigates the organisation's current and future cyber risk exposure and reviews cybersecurity incidents. It also regularly reviews the cyber risks posed by third parties and oversees the cybersecurity breach response and crisis management plans of the organisation.

Mergers and Acquisition Committee (Sub-Committee of RMC)

The committee serves a critical role in evaluating and recommending potential mergers, acquisitions, investments, and divestments. It reviews and aligns these transactions with the company's strategic plans, assessing timing, milestones, financing, key risks, and integration plans. It oversees due diligence processes, evaluating reports from internal teams or external advisors, and ensures that completed transactions meet approval parameters and strategic objectives.

Legal, Regulatory and Tax Committee (Sub-Committee of RMC)

The committee is tasked with overseeing the organisation's compliance Programmes. The committee reviews legal, tax, and

regulatory matters that could significantly impact the financial statements, reputation, or business continuity. It ensures compliance with applicable laws and regulations, approves the annual compliance audit plan, and reviews audit outcomes. The committee also monitors significant inquiries and reviews by regulatory bodies and evaluates the organisation's tax strategy and governance framework, addressing any tax risk management issues that may arise.

Reputation Risk Committee (Sub-Committee of RMC)

The committee is tasked with managing the organisation's reputational risks. It regularly reviews and assesses the organisation's reputation risk framework. It provides continuous oversight of reputational risks arising from global business scenarios, legal changes, climate change and high-risk relationships. The committee also recommends best practices to avoid reputational damage and reviews cases of non-compliance and Code of Conduct violations that could harm the organisation's reputation.

Board Meeting Attendance








We highly value the active participation and engagement of our board members in all meetings. The presence of board members reflects their commitment to the organisation's strategic objectives and enhances the board's ability to provide oversight and guidance. Aligning with the requirements of Section 167-1 (b) of Companies Act, 2013, Directors attend minimum of one meeting during the reporting

year. In the reporting year, the Board convened for a total of 6 meetings. The minimum attendance requirement is to attend a minimum of one meeting in the year, accounting 17% for the reporting year. The average Board Meeting attendance for the year is 97.57%.

Board Mandates

We comply with the requirements of the Companies Act, 2013 and Listing Obligation and Regulations Requirement (Regulation 26)

which states that an individual shall not hold office as a director, including any alternate directorship, in more than twenty companies simultaneously, out of which a maximum of 10 can be public. Additionally, out of these 10 public companies, a director again hold directorships in no more than seven listed companies. Consequently, no director in our organisation holds directorships in more than 10 public companies are more than seven listed companies.

Name of Director	Designation	Directors category	No. of other directorships held	Date of Appointment
 Mr. Gautam S. Adani	Chairman	Promoter	6	17.06.2015
 Mr. Rajesh S. Adani	Director	Promoter	4	17.06.2015
 Mr. Anil Sardana	Managing Director	Executive	6	10.05.2018
 Mr. Ravindra H. Dholakia	Independent Director	Non-Executive (Independent)	4	26.05.2016
 Mr. K. Jairaj	Independent Director	Non-Executive (Independent)	7	17.06.2015
 Mrs Meera Shankar	Independent Director	Non-Executive (Independent)	3	17.06.2015
 Mrs Lisa Caroline MacCallum	Independent Director	Non-Executive (Independent)	–	30.11.2021

Board Remuneration

The Board and senior management remuneration is governed by our Nomination and Remuneration Policy which is in compliance with the SEBI Listing Obligations and Disclosure Requirements (LODR). The nomination and remuneration exclusively oversees the appointment and compensation of board members, with no input from external remuneration consultants involved in this process. To ensure utmost transparency, stakeholder opinions are integrated through voting, and outcomes are disclosed in our Integrated Annual Report. Additionally, we have implemented a Clawback policy which is applicable to our CEO and senior executives.

CEO – Employee Pay Ratio

For the reporting year, the median remuneration for all employees except CEO was ₹12,03,019. Our

Executive Directors and KMPs did not draw any remuneration from the AESL during FY 2023-24. The salary drawn by the CEO from the company AESL during the reporting year is ₹7.81 Crore comprising of the variable compensation. CEO to employee pay ratio is 64.92:1 which is calculated on the basis of remuneration drawn on consolidated basis. 35% of the CEO's key performance indicator is linked to the delivery of the approved budget. 20% of the KPI includes achieving a targeted EBITDA (consolidated), a ROCE, and a free cash flow from operations. In addition, 15% of the KPI is dedicated to the successful execution of total CAPEX as well as the installation of smart meters. Another crucial aspect of the CEO's performance evaluation is to ensure that new projects are commissioned to meet the company's annual target Internal Rate of Return and achieve the CoD of projects as per the targets. These achievements form an integral part of the CEO's remuneration.

Management Ownership

Our company currently does not impose specific stock ownership requirements for the CEO or other executive committee members. Moreover, as part of management ownership, neither the CEO nor other executive officers hold company shares. Additionally, there is no government ownership in our company, and we do not possess any golden shares designated for governmental institutions.

ESG Governance Structure

Our Corporate Responsibility Committee headed by the Board of Directors to ensure effective execution of the Environmental, Social and Governance responsibilities across the organisation. This

committee supervises our ESG commitments, evaluates and oversees sustainability performance, and identifies risks and opportunities that could impact our reputation and financial health. The Board has adopted a comprehensive top-down and bottom-up approach towards ESG. In this approach, the Board oversees and guides overall direction for ESG implementation. Responsibilities including ESG disclosures, value creation and strategic activities are spearheaded by the MD/CEO. The execution of the ESG strategies is overseen by the ESG Apex Committee, Chief Sustainability Officer (CSO) and Operational & Function leaders. Day to day execution of ESG strategies is implemented by a cross functional team known as the ESG working group, which is headed by our Chief Sustainability Officer (CSO).

Roles and responsibilities of the CRC committee				
ESG Apex Committee	ESG mentors	Chief Sustainability Officer and Head ESG	ESG Core Working Group	ESG Champions
Provides organisational vision and overall direction for ESG programme	Provides specific guidance and insights for ESG core working group and ESG champions	Coordinates ESG Apex committee meeting on an annual basis or as and when required	Identifies material issues and risk factors for ESG disclosures	Leads the ESG projects
Reviews and approves public disclosures on ESG including sustainability report	Provides a quarterly review of ESG projects	Develops ESG disclosures and sustainability reporting	Provides all data, and inputs for ESG requirements and reports	Coordinates monthly team meetings for ESG projects
		Facilitates ESG Project Champions for independent validation, audit and assurance of ESG initiatives for public disclosures	Engagements with stakeholders including rating agencies	Progress report monthly to ESG Head and to ESG members periodically
			Formulates long-term and short-term plan in line with achieving the ESG vision as directed by Apex Committee	

CRC committee of BoD

MD/CEO

ESG Mentors

CSO & Head - ESG

ESG Apex committee

Head - Energy
Strategy

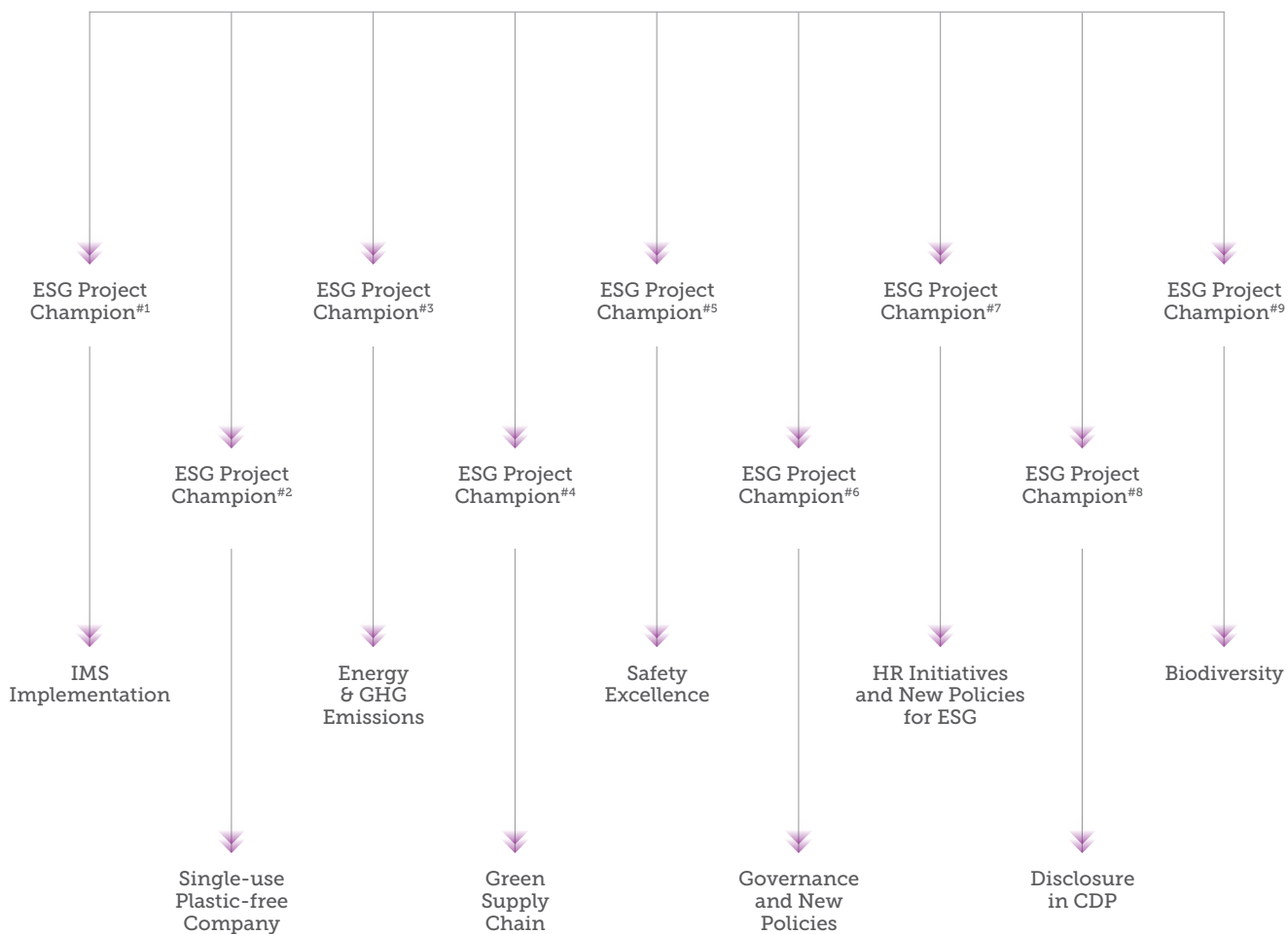
Functional
Heads

Chief Risk
Officer

Lead - Business
Excellence

MR - IMS

ESG Core Working Group



Business Ethics and Values



We firmly believe that conducting business with integrity and adhering to high ethical standards is essential for sustaining long-term success and fostering trust among all our stakeholders. Our commitment to ethics extends to every aspect of our operations, guiding our interactions with customers, employees, suppliers, and the communities we serve. Aware of how a breach of ethics and values can tarnish our brand reputation and negatively impact our revenues and growth prospects due to operational disruptions, we have clearly defined KPIs to measure and ensure the effectiveness of our policies and systems, to ensure transparency in our operations. Through transparency, accountability, fair and timely disclosures, we not only enhance our credibility but also assure the continuity of our business, thereby bolstering trust amongst our stakeholders.

Business ethics and values are inseparable from our identity and are essential to achieving our vision of being a responsible corporate citizen. Governance based on ethical practices & robust controls paves the

way for capital access, strong brand value, productivity improvement, talent retention and attraction. To uphold these principles of business ethics and values, we have adopted a Code of Conduct applicable to our Directors, Senior Management and employees. It outlines expectations from our workforce to abide by values of ethical conduct, trust and transparency and refrain from malpractices such as bribery, corruptive practices, and anti-competitive practices. The effectiveness and compliance of the Code of Conduct is overseen by the Company Secretary. The Code of Conduct serves as a framework, outlining the principles and policies that ensure responsible and ethical behaviour across the organisation. The training on Code of Conduct is an integral part of our commitment to fostering a culture of transparency fairness and respect among all employees. New hires receive Code of Conduct training as part of their onboarding process and are expected to adhere to these standards. Adherence to the Code of Conduct is a part of the employee appraisal and



remuneration system. Based on the non-adherence to the Code, disciplinary actions are taken after the investigation. However, in the event of a breach of the Code after the completion of the appraisal cycle, the results of appraisal are not impacted. In case of concerns raised under the Code of Conduct, the employee will be protected from retaliation in any form. If an individual faces retaliation, then they can contact the Ethics Committee on the matter.

Code of Conduct is available on the corporate website for all stakeholders. All Board members and executives have confirmed compliance with the Code in the current reporting year. Notably, there were no breaches of Code of Conduct during the period reporting year. To ensure the effectiveness of our compliance with the CoC, we regularly conduct audits. The scope of our annual audit is agreed by all stakeholders and these audits are conducted by Management Audit and Assurance Services (MAAS), which reports directly to the Chairman's office. These audits cover every aspect of our Code of Conduct. Additionally, we also ensure that our compliance management systems are regularly audited and verified by third party to maintain effectiveness. These are covered during statutory audits conducted for the organisation. In the reporting year, there were no breaches of the Code of Conduct.

Bribery and Corruption

In today's global business environment, maintaining a reputation for integrity and ethical behaviour is paramount. We are aware that any incident of corruption or bribery can expose us to severe legal, reputational and financial risks. To mitigate these risks and uphold the highest standards of ethical business conduct, our organisation has

zero tolerance towards bribery and corruption as laid down in our Code of Conduct. The document on Anti-Corruption and Anti-Bribery Policy is available on our corporate website for all stakeholders and clearly outlines the acts of bribery and corruption and the circumstances in which clauses of anti-bribery and anti-corruption are violated. We have also ensured that 100% of our employees and KMPs receive training on anti-corruption and anti-bribery. All our operations are regularly assessed for risks related to corruption or bribery. In the reporting year, there were no cases of bribery and corruption. There were also no cases of anti-competitive practices, anti-trust and monopoly against us in the reporting year.

Conflicts of Interest

The Code of conduct lists the guidelines designed to prevent conflicts of interest. Directors and senior management should avoid any activities or relationships that could result in a conflict of interest with the Company. Our Code of Conduct states that in case of any actual or potential conflict of interest, it must be promptly disclosed to the Company Secretary which ensures transparency, helping us maintain the integrity of our decision-making processes.

Whistle-Blower Policy

Creating a safe and transparent work environment where employees feel empowered to report unethical behaviour, misconduct or any violations of laws and regulations is fundamental to maintaining the integrity and trust within our organisation. We have a robust Whistleblower policy in accordance with the provisions of the Companies Act, 2013 and SEBI Listing Regulations. Dedicated

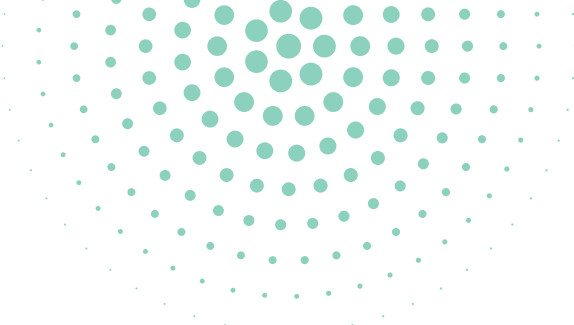
channels are available for internal and external stakeholders to report any concerns regarding unethical practices. Our Vigil and Ethics officer is responsible for monitoring the effectiveness of the policy and vigil mechanism within the organisation. Employees can raise their concerns to the Chairman's office through email to whistleblower@adani.com. External stakeholders can raise their concerns through a letter superscribed as "Protected Disclosure under the Whistle Blower Policy" addressed to the Chairman's office.

Compliance

We adhere strictly to all applicable laws, regulations, and legal obligations relevant to our operations. Our processes are meticulously designed to ensure complete compliance with local laws, and we are fully aware of the potential implications of legal non-compliance on our business operations. No significant negative impacts from our operations were identified during the reporting year. We had no instances of non-compliance and incurred no monetary fines or penalties.

Our Policy Commitments

Our policies are designed to uphold the highest standards of corporate governance, ethical conduct, environmental care and social welfare. These policies reflect and reinforce our organisational values across our operations and business relationships. Developed in accordance with international regulations and standards, these policies ensure that our practices align with global norms and expectations. All the policies can be accessed by our stakeholders through our corporate website. The policies can be accessed [here](#).



Environment	Social	Governance
Corporate Sustainability Policy	Occupational health and safety policy	Code of Conduct
Environmental health and safety policy	Diversity, Equity and Inclusion	Business Continuity Policy
Biodiversity policy	Group Human Rights policy	Information and Security Policy
IBBI declaration	Code of Conduct for Employees	Anti-corruption and Anti Bribery policy
Water Efficiency Management policy (internal)	Safety Code of Conduct	Commodity Price Risk Management Policy
Responsible Supply chain management policy	Customer Service Policy	Anti-Slavery Policy
Environment Policy	Supplier Code of Conduct	Quality Policy
	Affirmative action policy	Board Diversity Policy
	POSH Policy	Whistleblower Policy
	Corporate Social Responsibility Policy	Remuneration Policy
	Stakeholder Engagement Policy	Material Events Policy
		Dividend Distribution Policy
		Claw back Policy
		Business Responsibility Policy

Risk Management

In today's dynamic and complex business environment, organisations face a plethora of risks that can arise from various sources, including market volatility, regulatory changes, technological advancements, human rights, operational disruptions, and environmental imbalances. To address these risks, we have implemented comprehensive internal practices to foster a culture of risk awareness and resilience. By doing so, we aim to safeguard our assets, enhance our ability to seize opportunities, and ensure the continuity and sustainability of our business operations.

RISK MANAGEMENT

Risk Management Framework

Our well-defined framework is in alignment with the ISO 31000 Risk Management System and follows the Committee of Sponsoring Organisations of the Treadway Commission (COSO) principles. Comprehensive risk management framework enables us to systematically identify, assess, manage, and mitigate internal and external risks.

Risk Governance

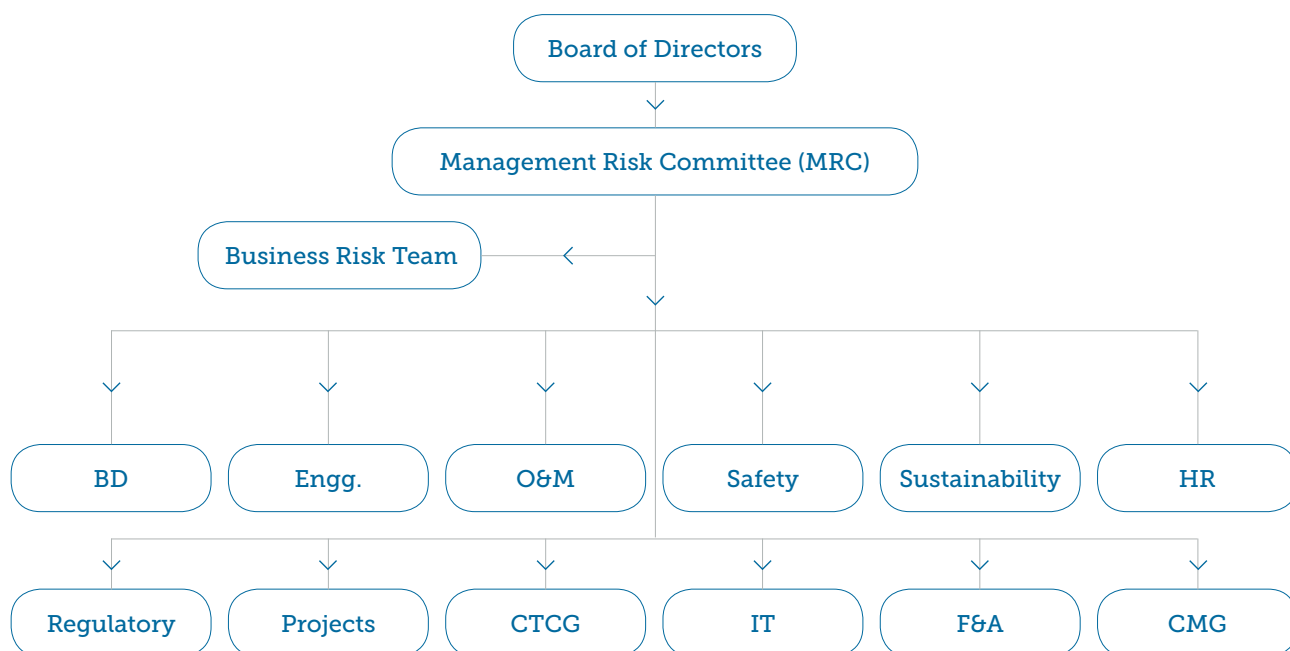
Risk management is a collective and collaborative effort involving Board level committees, departments across the organisation and skilled professionals. Oversight begins with the board, supported by the group level statutory audit committee and risk management committee (RMC) extending, to Business Risk Team (senior management) and Function Risk Committees at the department level across the organisation. The Chief Risk Officer holding the highest position with dedicated risk management responsibilities, reports directly to the CEO. The Risk management is quarterly reviewed by the Board. Risk management training is provided to the Risk

Management Committee and Functional Risk Committee members. Our Management Risk Committee is apprised of the current and future trends of the identified risks at regular intervals. Further, necessary risk management related awareness sessions are conducted for the Board members including non-executive directors as part of the Board Familiarisation Programme.

A collaborative effort of the Risk Management Committee and Audit Committee together with Management Risk Committee oversee the Risk Management framework across the organisation.

Members of the board including non-executive directors are provided necessary risk management related trainings as part of the Board Familiarisation Programme. At the highest level, the RMC reviews and monitors the risk management controls and processes as well as the efficacy of the risk management processes. It also provides guidance and direction to the Management Risk Committee (MRC) for review of internal business functions and associated risks. The MRC conducts reviews of business functions to assess the top priority risks and provide guidance to Business Risk team and Functional Risk team.

Further, the Business Risk team comprising of Senior Management drives the risk management process across various business units and supports them in risk identification and management. In the functional risk team level, individuals at the business department level identify risks pertaining to their functions. They prepare, monitor and update the risk register and risk plan. Our internal risk management audits are conducted to assess the efficacy of our risk management processes. These internal independent audits are conducted by the MAAS team, which reports directly to the Chairman's office.



Risk Management Framework





Risk Management Approach

Our Risk Management framework is designed to effectively identify risks and mitigate them through a structured hierarchy. We carry out the risk identification and analysis annually. Identified risks are assessed for their impacts to determine the appropriate mitigation actions. Risks are categorised into operational risk and strategic risks.

Our risk identification process involves the mapping of probability and magnitude of impacts (including climate related) followed by prioritisation of impacts to design risk mitigations plans. To assess each identified risk, we have defined a substantive impact which takes into consideration various aspects like financial, operational, regulatory and statutory compliances. Thresholds are defined for each aspect to categorise an identified

risk as critical or non-critical. Our Risk Appetite Framework articulates the categories and levels of risk the company is willing to accept in pursuit of our strategic objectives. Post which, we develop quantitative and qualitative criteria for risk acceptance, tolerance, and limits. Further, we identify the risk exposure based on the impact and likelihood of its occurrence and the current measures in place determines the residual risks which is plotted on the heat map. Basis the risk evaluation and impact of each risk, treatment is adopted. A decision on 'Accept, Treat, Transfer and Terminate' is taken for every enterprise risk and mitigation plan is finalised based on a cost-benefit analysis. Selected mitigation measures are tracked consistently for achieving the desired outcome in terms of time and benefit. While developing the risk mitigation plan, a risk indicator is identified to monitor movements in enterprise

risk. Following a thorough assessment of all identified risks, macroeconomic risk presents a strong likelihood of occurrence with significant potential impacts on the business, while cybersecurity risk, though slightly less probable, carries equally significant impacts.

We conducted climate scenario analysis to identify and assess climate change-related risks that may impact our operations. We review our risk exposure annually to identify risk movement and new risks in external ecosystem.

Sustainability related metrics forms part of our annual executive compensation. Furthermore, ESG and risks related performance holds 15% of the weightage as part of the KRA for our executive personnel. This comprises parameters on percentage of Renewable energy, GHG emission intensity, safety, talent and organisation development.

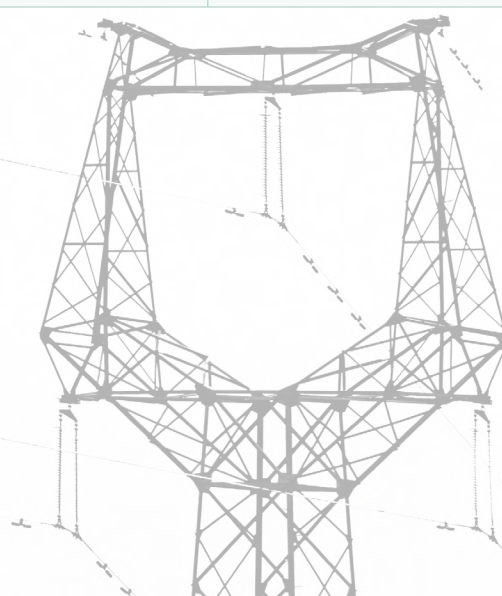
Risk Category	Risk	Mitigating Actions
Macroeconomic Risk	Changes in economic condition such as high interest rate or volatile currency impact low-cost funding and competitiveness	<ul style="list-style-type: none"> • Adopt prudent financial measures • Implement hedging strategies involving measures to offset potential risks and fluctuations in interest rates • Making informed decisions while opting for fixed or floating interest
Cyber security Risk	Increased data breaches and higher possession of customer data leading to increased cybersecurity threats	<ul style="list-style-type: none"> • Conduct VAPT(Vulnerability and Penetration Testing) regularly to identify gaps and develop action plans • Increased IT training for employees to handle challenges and threats effectively • Develop and implement a strong cybersecurity policy • Establishing Business Continuity Plan (BCP) and Disaster Management Plans (DMPs)
Reputation Risk	Negative social campaigns affecting brand image, financial status and future funding opportunities	<ul style="list-style-type: none"> • Undertake media campaigns to counter negative narrative • Adopt proactive measures to foster goodwill within the community
RoW Clearance Risk	Right of Way clearance is increasingly becoming challenging for the transmission business	<ul style="list-style-type: none"> • Engage in policy advocacy to establish pre defined transmission corridors • Proactively create a land pipeline in operating states and securing land rights and permissions in advance to mitigate delays

Risk Category	Risk	Mitigating Actions
Climate Risk	Climate change disruptions can impact our transmission and distribution infrastructure, and new and emerging climate regulations can impact our access to strategically important markets	<ul style="list-style-type: none"> • Develop and implement robust Business Continuity Plan. • Conduct third party assessments to evaluate asset vulnerability owing to climate risks • Ensure strict adherence to standard procedures during execution of projects and address any gaps that arise.

Emerging Risks

The power sector is continuously evolving on national and global scale. Evolving regulations, increased focus on green energy, technological advancements and innovation, climate change and several other factors affect the business growth of the organisation. These potential risks, if unmanaged may result in risks hindering future opportunities. Thus, it is of utmost significance to manage emerging risks effectively. Through our Risk Management framework, we have identified the following emerging risks:

Emerging Risks	Description	Impact	Mitigating Actions
Physical vulnerability to grid infrastructure and reduced worker productivity due to extreme weather events.	<ul style="list-style-type: none"> • Grid infrastructure is a key component of electricity transmission and distribution across regions. Our transmission lines are directly exposed to changing weather conditions. Extreme weather events include heat waves, droughts, cyclones, hurricanes, wildfires etc. • Workers are directly involved in the O&M activities and at thermal power plant located in Dahanu. 	<ul style="list-style-type: none"> • Extreme weather conditions such as heat waves, cyclones, wildfires may result in serious implications to grid infrastructure and hamper electricity security. This may also result in physical damage to the grid resulting in power outages and service disruptions. It can also reduce or alter the availability and generation potential of electricity of our suppliers. • Workers' productivity will be directly hampered due to extreme heat which may result in heat strokes, workplace injuries and reduced hours of working. 	<ul style="list-style-type: none"> • We have implemented Emergency Restoration System (ERS) to build operational resilience that rests on the ability to rapidly recover from the collapse of distribution network following an extreme weather event. • We are investing in resilient infrastructure, suitable innovations and technologies to mitigate climate change impacts on our business operations. • We conduct regular Toolbox talks which makes workers aware about the work-related risks onsite. • We have established Hydration stations for overall wellness and productivity.



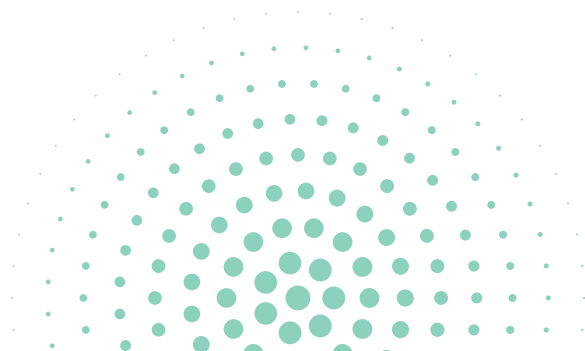


Emerging Risks	Description	Impact	Mitigating Actions
Emerging cyber security threats due to installation of smart meters	<ul style="list-style-type: none"> As we move towards digitisation and automation, the number and severity of cyber threats is rising. It has become critical for organisations to develop cyber resilient IT infrastructure to prevent cybersecurity attacks which may comprise the integrity of the IT system and grid. Smart meters are being widely adopted as the government of India has prioritised its installation through tenders. Smart meters will enable customers to monitor their energy use in real-time and facilitate on-time bill payments. For utility companies, it supports in developing a smart grid management strategy to optimise distribution of energy sources, predict and prevent outages and integrate renewable energy more effectively. 	<ul style="list-style-type: none"> Increased reliability on digital devices and cyber-attacks make smart meters prone to hacking which may lead to grid disruption and manipulation of customer data. Smart meters can be susceptible to unauthorised access which can lead to potential privacy breach resulting in leak of customer sensitive data. Additionally, smart meters can be prone to cyber security threats which might compromise the integrity of the grid, resulting in service disruptions. 	<ul style="list-style-type: none"> We have a vulnerability management solution that monitors the vulnerabilities across enterprise assets. We have a robust approach towards management of our enterprise information assets including end-user devices, network devices, and servers, both physically and virtually. This management extends to assets in remote and cloud environments, ensuring a comprehensive understanding of all assets that require monitoring and protection.

Our Strategic Priorities

We are strategically positioned at the intersection of innovation, sustainability and growth within the dynamic energy sector. Our strategic priorities are designed to ensure that we not only meet the current demands but also anticipate and shape the future

landscape of energy solutions. These priorities are pivotal to our mission, vision and values of delivering reliable, efficient, and sustainable energy. Doing so while driving long-term value for our stakeholders and ensuring sustainable growth.




Strategic Focus Area	Description	Actions undertaken	Way Forward
Safety Culture	Commitment to reduce health and safety risks and achieving zero fatalities.	<ul style="list-style-type: none"> • Incorporated incident learnings through interactive workshops and trainings • Continuous site monitoring through video calls • Conducting quarterly safety performance evaluations 	<ul style="list-style-type: none"> • Achieve 80% coverage of employees for first aid training • Conduct cross-site audits to assess safety practices • Reward employees for demonstrating excellence in safety practices
ESG Integration	Integration of sustainability principles into the core operations thereby ensuring business continuity	<ul style="list-style-type: none"> • Increase renewable energy • Signatory to Workforce Disclosure Initiative (WDI) • Comprehensive public ESG disclosures 	<ul style="list-style-type: none"> • Commitment to become Net zero by 2050 • Increase the share of renewable energy to 70% by 2030
Efficient Capital Allocation and Execution Capabilities	Executing efficient and strong infrastructure and enhance project management expertise	<ul style="list-style-type: none"> • Designed action plan for execution of the and expansion of the cooling solutions business • Executing smart metering business • Operations commenced for four transmission projects 	<ul style="list-style-type: none"> • Continue to expand our business in smart metering and cooling solutions • Exploring international opportunities in the energy sector
Portfolio of Efficient Operating Assets	Aim to achieve best in class infrastructure for T&D assets across the Indian power sector	<ul style="list-style-type: none"> • Enhanced management through automated audit management • IoT and field sensors to enable real-time monitoring for quick action • Energy Network Operation Centre to remotely monitor substation. Currently, 25 substations monitored centrally 	<ul style="list-style-type: none"> • Introduce EVs to replace diesel vehicles to reduce carbon footprint • Implement APM tool to enhance overall performance of the grid
Robust Financial Profile	To ensure profitable margins and return ratios	<ul style="list-style-type: none"> • Ensuring robust cashflow through growing capital • Excellence in performance resulted in cash balance of ₹4,617 crore as against ₹4,175 crore in the previous year 	<ul style="list-style-type: none"> • Invest surplus fund in growth of the company • Allocate resources to fund expansion and long-term sustainability
Business Excellence	To continue to achieve superior performance and fostering continuous improvements	<ul style="list-style-type: none"> • Fostered employee development through training programmes such as problem solving, innovation and design workshops 	<ul style="list-style-type: none"> • To implement PDCA (Plan Do Check Act) for each aspect of our operations to assess progress and identify areas of improvement



Cyber Security and Data Privacy





In the digital age, cybersecurity is crucial for safeguarding sensitive information, maintaining operational resilience, and ensuring stakeholder trust. Cyber threats, including data breaches, ransomware attacks and phishing scams, pose significant risks to our operations and reputation. In order to effectively mitigate these risks, we have an internal group wide policy on Information Security. This policy establishes clear guidelines for managing all aspects related to cybersecurity. The scope of the policy is not limited to information systems but also protection of industrial control systems, whether operated by our own personnel or supported by third-party operations and services.

At AESL, we have executed a comprehensive approach to manage cybersecurity risks. This approach consists of our "Three lines of defense model" which states our actions towards managing cybersecurity risks.

First Line of Defense

This line of defense is provided by SCADA (Supervisory control and data acquisition) operations and Information Technology. Function line managers are responsible for managing and identifying risks at their level and comply with the security policy.

Second Line of Defense

This line of defense is provided by the Cybersecurity function. This function is a liaison between the first line of defense and the third line of defense. It is responsible for establishing policy, processes and controls for risk management at functional level. Additionally, it is responsible for updating the senior management about ongoing initiatives and status to the senior management.

Third Line of Defense

This line of defense is provided by the Independent Assurance providers who provide assurance that risk management processes are adequate and appropriately designed.

We have a Business Contingency Plan which is derived from our Cyber Crisis management plan and is audited by CERT- India frequently.

Vulnerability assessment of our IT systems is conducted every quarter by a third-party.

Cyber Security Governance

We have a dedicated Board level committee "Information Technology and Data Security committee" responsible for reviewing cyber security risks, emerging trends in cyber security space, and continuous monitoring of the controls, systems and incidents. Every six months, the committee convenes to review current status and future strategy. The Chief Information Security Officer (CISO) updates the Information Technology and Data Security committee as well as the Risk Management Committee on the performance of the cybersecurity function. The Cyber Security programme is based on NIST Cyber Security Framework (NIST-CSF) and ISO-27001:2013 Standard within the organisation. We have an operational centre known as "Security Operations Centre" (SOC) where actual or potential cybersecurity related risks and concerns can be reported. Cybersecurity is a KRA for the employees working in the cybersecurity function.

Cyber Security Trainings

We firmly believe in safeguarding our systems and processes from external cyber threats. Employees are often the first line of defense against cyber threats including phishing, ransomware, and other attacks. Our employees are continuously trained in cyber security and related aspects to increase awareness within the organisation and for better preparedness. Our training programme covers parameters such as acceptable usage of information assets and common cybersecurity best practices. All new hires must mandatorily undertake cyber security training during their onboarding process. We also conduct periodic simulated phishing campaigns to test the susceptibility of users to such engineered attacks. Users who are found at risk are trained to make them aware of such attacks and the practices to manage such attacks.

We have implemented a systematic mechanism for employees to report any potential or actual cyber-attack or fraud.

Certifications

Our IT infrastructure is ISO 27001:2013 (Information Security Management Systems) and ISO 22301:2019 (Business Continuity Management (BCM)) certified. Our IT systems are annually audited by a third-party auditor through CERT-In empaneled vendor.

Economic Performance

Our mission to grow and create long-term value for our business and stakeholders is driven by a robust balance sheet enabling us to bid for new transmission projects across India. On the backdrop of a great FY 23-24, our revenue stood at ₹ 17,218 Cr, a 24.4% showcasing our unparalleled execution and expansion. In the financial year 2023-24, we did not receive any financial assistance from the government in the form of tax relief, subsidies, financial incentives or any other benefits.

₹ 5,695
crore

Consolidated
Operational EBITDA

₹ 17,218
crore

Total Revenue
Generated

₹ 6,322
crore

EBITDA

₹ 2,007
crore

Distribution
Operational EBITDA

₹ 1,197
crore

PAT
(Profit after Tax)

₹ 3,688
crore

Transmission
Operational EBITDA

₹ 20,509ckm

Transmission
Network Length

Economic value added and retained

Particulars	FY 2019-20 (₹ Cr)	FY 2020-21 (₹ Cr)	FY 2021-22 (₹ Cr)	FY 2022-23 (₹ Cr)	FY 2023-24 (₹ Cr)
Total revenue [A]	11,681.29	10,458.93	11,861.47	13,840	17,218
Income from Generation, Transmission & Distribution Business	10,491.35	9,169.70	10,435.61	12,537	15,578
Other income	265.33	532.60	603.95	548	611
Revenue from Trading	924.61	756.63	821.91	756	1,030
Regulatory Deferral Account Balances- Income [B]	-232.77	582.81	682.47	1,036	-460
Total distribution [C]	9,568.01	8,423.29	9,881.04	11,818	13,501
Operating costs	5,927.15	4,998.78	6,123.07	7,743	9,429
Employee wages and benefits	973.24	930.76	885.07	987	952
Payment to providers of capital [interest]	2,238.49	2,116.99	2,364.95	2,781	2,767
Rate & Taxes	10.80	21.18	20.07	12	13
Payment to government	400	330	465	261	299
Community investments [CSR]	18.14	25.26	23.14	33	42
Economic value retained [A+B-C]	1,880.51	2,618.45	2,662.90	3,059	3,257

Tax Transparency

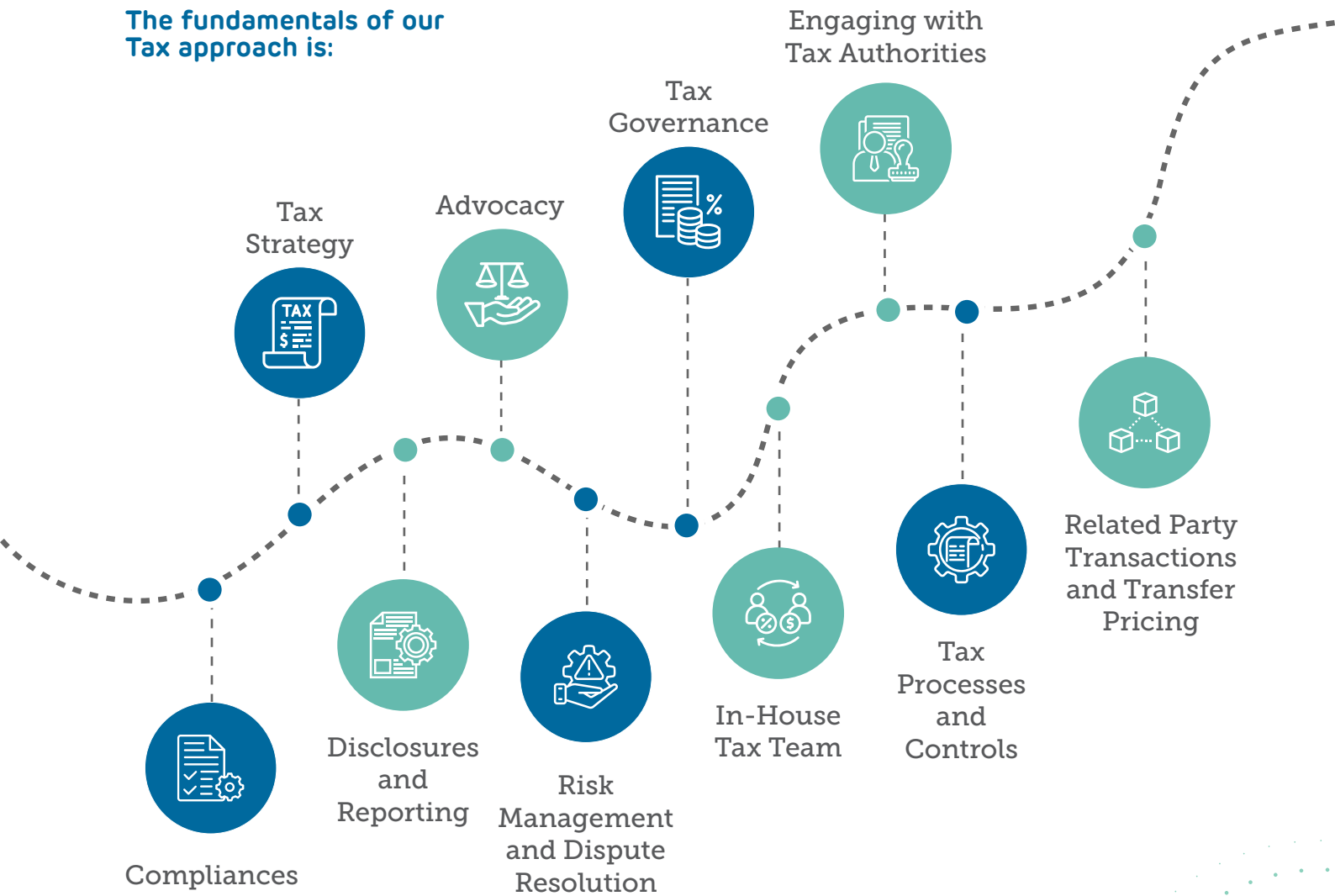
At AESL, our approach to tax is driven by principles of transparency and accountability. Our commitment to tax transparency reflects our dedication to creating a fair and sustainable society, grounded in

integrity and shared responsibility.

Our tax strategy is intertwined with our core values and philosophy, overseen by the Board's Legal, Regulatory & Tax Committee which is a Sub-Committee of Risk Management Committee

(RMC). This committee ensures the compliance of the entire organisation with the applicable laws and regulations in the country we operate in. They annually review, oversee and approve the tax strategy and governance framework.

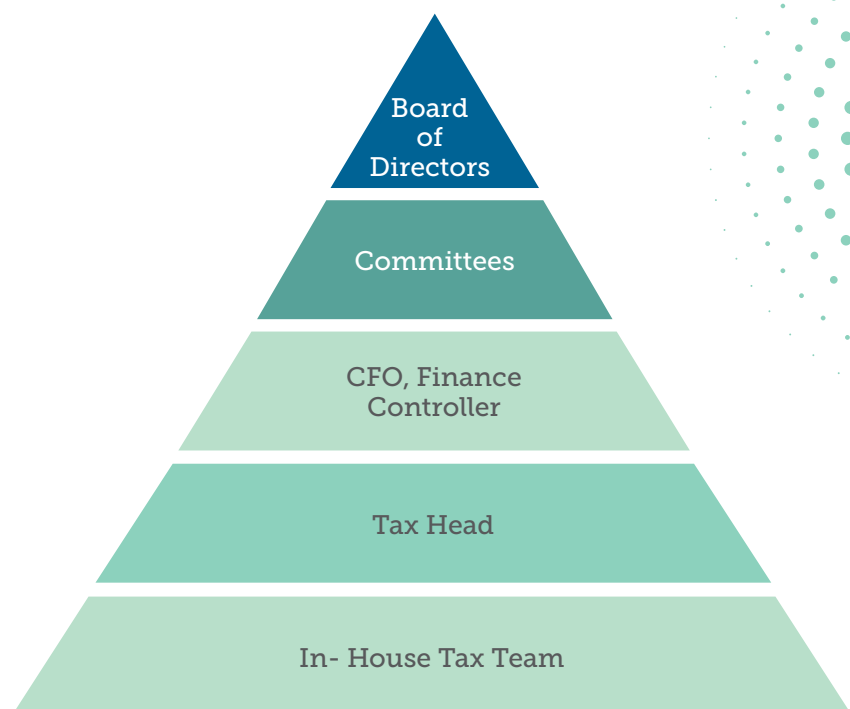
The fundamentals of our Tax approach is:



Tax Governance

At AESL, we are committed to maintaining best in class tax governance. Our tax operations are managed with the utmost ethical standards and professionalism by our proprietary team of dedicated professionals, led by subject matter experts. We also engage external tax specialists when necessary to ensure comprehensive oversight.

Our tax team has established standard operating procedures that incorporate international best practices, ensuring consistency and standardisation in all our processes. The highest authority for decision making and oversight in tax matters is our Board of Directors.



Tax Strategy

At AESL, we are committed to paying our fair share of taxes, avoiding any practices of circumvention, tax avoidance, or evasion. Our approach focuses on operating our businesses efficiently to create shareholder value, with tax optimisation pursuit based on commercial rational and substantial transactions. We closely monitor tax laws and concessions to optimise our tax exposure within legal boundaries. Our tax planning is guided by integrity, ensuring that any tax incentives or deductions we claim are strategically aligned and substantively linked to our investments in economic activities. The global tax environment has been evolving rapidly, particularly with the introduction of the base erosion and profit sharing (BEPS) project by the G20 and the Organisation for Economic Cooperation and development (OECD). BEPS aims to ensure that profits are taxed where economic activities and value creation occur, and India has been actively participating in this initiative. When we invest in a location, we aim to build long term relationships with investors, governments, employees and local communities. The taxes we collect and pay on behalf of the government are the crucial part of fulfilling our responsibilities and contributing to these relationships.

Engaging with Tax authorities

Our approach to engaging with tax authorities is characterised by transparency and cooperation. We strive to disclose all relevant and complete information necessary for their assessments. Typically, our interactions with tax authorities are conducted by external professional advisors, supported by our in-house tax team, ensuring adherence to our standard communication protocols. To mitigate risks and

ensure certainty, We proactively seek withholding tax orders and other relevant certificates from tax authorities in advance. This proactive engagement helps us maintain compliance and build a constructive relationship with tax authorities.

Tax Advocacy

We have established an advocacy framework to facilitate constructive and transparent dialogue with governments and policymakers on all aspects of taxation, including policy, legislation and administration. These advocacy efforts are conducted either directly by us or through relevant industry bodies, aiming to appropriately represent our position on key tax issues and concerns that impact our business or lead to unintended consequences. We actively identify issues that affect our operations due to the evolving tax landscape. Advocacy is viewed as an opportunity not only to voice our concerns but also to collaborate with and represent the broader industry. By engaging with policymakers, we aim to influence scheme growth drivers for both the country and the industry, ensuring that our perspectives are considered in the formulation of tax policies.

Political Contributions

We do not make contributions to political organisations, lobbyists, referendums of ballot measures or political campaigns. Any such contribution, if carried out follow all applicable laws and regulatory requirements and is disclosed in our annual report. During the reporting year, we have not made any contributions towards our affiliated trade associations. However, we contributed ₹ 4.85 lakhs as annual subscription fees towards our membership towards United Nations Global Compact. We did not make any political

contributions in the reporting period.

Industry Associations and Policy Advocacy

We engage in transparent and knowledge-based dialogues with external stakeholders such as the state governments and industry associations on several policy and regulatory matters. By engaging with these stakeholders on policies that promote sustainable energy, innovation, fair competition and addressing industry level issues, we can help shape a favourable business environment while contributing to societal progress. This engagement is carried out in a systematic approach; the functional teams identify areas for policy advocacy concerning regulatory developments across all our operations. These are put forth for review in front of the Board and Corporate Responsibility Committee who provide an oversight regarding its addressal. We focus on key policy advocacy areas which affect our business operations and the industry at large. They are as follows:

- Advocating customer needs and satisfaction such as green tariffs, increasing renewable shared in the grid mix
- Incentivising renewable energy
- Right of Way for transmission lines and corridors
- Carbon Pricing
- Advocating conducive policies and regulations supporting decarbonisation

Apart from policy advocacy, we are signatory to various global initiatives and commitments which include Business Ambition for 1.5°C, UN Global Compact, United Nations Energy Compact, India Business and Biodiversity Initiative (IBBI) and 1t.org - platform for trillion trees community underscoring our commitment towards alignment with Paris Agreement.

As we reaffirm our commitment to the UN Energy Compact, we have set ambitious targets to reduce our energy consumption and mitigate our environmental footprint. We follow this with two KPIs, specifically, we aim to increase the share of renewable power in our overall power mix, with a target of reaching at least 60% by the end of FY 2026-27 and 70% by the end of FY 2029-30. Additionally, we are committed to reducing our GHG emissions intensity by 60% by the end of FY 2030-31, compared to our baseline emissions in FY 2018-19. We had a remarkable

progress on our KPI's, in which we achieved our targets set.

Moreover, we extend our support to our suppliers and vendors to align their goals with ours and contribute to sustainable development. In order to advance this initiative, we organised 15 workshops facilitated by an external party to educate our suppliers on CDP supply chain engagement. Additionally, we provide vendor references to suppliers that can assist them in enhancing their performance, and where feasible, we offer access to pertinent schemes and programmes.

We ensure that our public policy advocacy initiatives and lobbying activities are aligned with the Paris Agreement. Furthermore, prior to connecting with a trade association, we conduct preliminary research to ensure that their activities and agendas are aligned with Paris Agreement. We are also committed to withdraw from trade agreements which do not support or are not a part of the Paris Agreement. This enables us to avoid misalignment between our position on climate change and our public policy engagements.

We are associated with the following industry associations





Ecological Safeguarding and Repair

Holistic growth for a
better tomorrow

34.35%

share of renewable
power procurement

59%

reduction in energy
consumption wrt baseline
FY 2019-20

99.2%

of total waste
generated is recycled

106%

water harvested
in FY 2023-24

Our unwavering commitment towards nurturing of nature fortifies our responsibility towards keeping environmental wellbeing central to our decision making. While we continue to foray into new business segments and expand our operations, we understand and fulfil our obligation towards environmental protection and restoration.

We are earnestly driven by our vision to be a world class leader in businesses that live and create sustainable value and contribute to nation building. On ESG front, we aspire to be among the top 20 companies in global benchmarking of electric utility sector by FY 2024-25.

Focus Areas

Compliance	Water Stewardship
Climate Change Stewardship	Biodiversity Management
Waste Management	Energy and Emissions Management

Alignment with UN SDGs



Linkage to Material Topics



GHG emissions and Climate Change



Water and Effluent Management



Biodiversity Conservation and Habitat Management

Linkage to Strategic Priorities

- ESG Integration
- Business Excellence
- Efficient Capital Allocation and Execution Capabilities

Targets

Target	Progress
Increase share of Renewable energy procurement in overall mix Short Term: 60% RE by FY 2026-27 Long-Term: 70% RE by FY 2029-30	Achieved 34.35% share of renewable power procurement in the overall mix
Carve out 500 MW Dahanu Thermal Power Plant by FY 2024-25	Subject to Regulator's approval
Reduction in GHG Intensity Short Term: 48.5% reduction by FY 2029-30 w.r.t. FY 2018-19 baseline (2,254 tCO ₂ e/EBITA) for AEML (Retail division of the Company)	Achieved (1,309.88 tCO ₂ e/EBITA) 41.89% < FY 2018-19

We have 700 MW wind solar hybrid power purchased during FY 2023-24. We aim to increase this capacity to 1,700 MW by 2030.

Environmental Stewardship

Our initiatives are driven by our policies aimed at preserving natural ecosystem. These policies outline our commitment to and approach for ensuring green operations.

- **Biodiversity Policy:** Integration of biodiversity conservation within the business decision making. Striving towards achieving No Net Loss (NNL) of biodiversity in all the operations with the ultimate goal of achieving Net Positive Gain (NPG).
- **Environment, Health and Safety Policy:** Conducting business operations with a strong focus on environmental consciousness and prioritising employee health and safety.

Based on the guiding principles of our policies, we have adopted vigorous targets across our operations for driving efficiency while ensuring top-line growth.

Our spirit of continuous improvement in our systems and processes enables us to be resource efficient, while ensuring waste minimisation, water conservation and emission

reduction. As a bedrock of this commitment, all our subsidiaries and 100% of our operations are covered by the Integrated Management System (IMS) for Quality, Environment, Safety, and Energy and Asset Management. These systems are certified against respective ISO standards viz, ISO 9001, ISO 14001, ISO 45001, ISO 50001 and ISO 55001.

To further increase sustainability awareness in the organisation across all levels of hierarchy, we have designated trainings on energy, waste and water for our employees.

Managing impacts of Climate Change

Climate change is a threat to the global economy and poses a systematic risk to the productivity of the nation.

We remain steadfast in our commitment to our nation's net zero strategy and take cognizance

of our role in creating a low carbon economy. Our targets towards climate change are intricately linked towards India's target to net zero emissions by 2070 and of achievement of 50% cumulative electric power installed capacity from non-fossil fuel-based energy resources by 2030.

Climate change is a wicked problem, one that calls involvement from multiple stakeholders. We regularly engage with government bodies, industry associations, environmental organisations, and communities on climate change related issues.

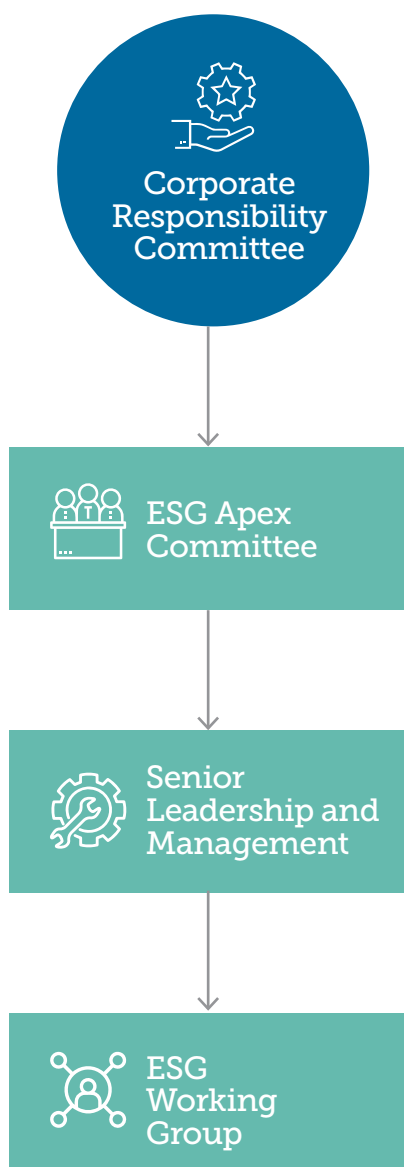
We are exposed to climate change related physical and transition risks, which can affect our nation-wide physical assets, operating performance, and business continuity. We are strategically incorporating adaptive measures to ensure resilience in our assets while minimising our exposure to major impacts.

Climate Governance

We are cognizant of our responsibility towards environmental stewardship. Our Board comprising of 100% independent directors, have a direct oversight on climate-related issues.

We strive to fulfil all our climate related commitments and goals. Our Sustainability and ESG Governance Framework acts as a beacon to our everything that we do at AESL.

Our Climate Governance Structure



Our Board of Directors facilitated by Board-led Corporate Responsibility Committee (CRC) sets and supervise the overall implementation of ESG commitments and disclosures. The Board's vision is strategically implemented and executed through a top-down and bottom-up approach with coordination from ESG Apex Committee, Senior Leadership, Executive Management and on ground ESG working group.

Our management is tasked with the implementation and execution of our response towards climate crisis. Our MD oversees the disclosures related to climate change performance, energy efficiency, working of the core ESG group.

At the strategy level, an Apex ESG and Sustainability Committee comprising functional leaders and operating site leaders, chaired by the CEO. At the operational level, an ESG Working Group (ESGWG) is a cross-functional team guided by the Chief Sustainability Officer.

Our climate performance is linked to overall remuneration of all KMPs. Corporate action in response to climate change-related issues and achievement of targets, including implementation of climate transition plan and climate change-related targets such as increase in RE procurement, decrease in energy intensity in EBIDTA and ESG risk rating inclusive of climate change and water performance is a part of the CEO's key result areas. Climate change and sustainability-related performance-based incentives such as decrease in energy intensity are incorporated in the senior management's compensation including Chief Sustainability Officer and Chief Operating Officer of Dahanu Thermal Power Plant. Dahanu Thermal Power Plant is an obligated entity under PAT scheme. Relevant targets such as those pertaining to heat rate of

plant have been linked to KRA of Business Unit managers.

We apply the Task Force for Climate related disclosures (TCFD) to systematically evaluate and address both transition and physical risks associated with climate change. This allows us to make informed decisions, develop appropriate strategies, and take necessary actions to effectively manage climate related risks and opportunities.

We hold regular dialogues and engage with key stakeholders from government and investors on our climate related performance.

Climate Risk Management

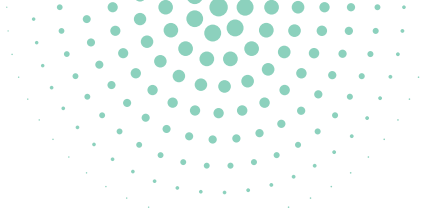
Climate Change related risks, including physical and transition risks, are integrated in the enterprise risk management framework. The framework is in alignment with COSO (Committee of Sponsoring Organisations) for evaluation of internal checks and adherence to effective management procedures. The Chief Risk Officer is responsible for the overall implementation and effectiveness of the risk framework.

Scenario Analysis and Stress Testing

We have built a structured approach to determine and manage possible future risks associated with climate change. Scenario Analysis facilitates us to articulate the potential impacts of climate change on our business strategy and financial performance.

We perform an organisation-wide analysis over long term (2020-2039) to assess the risks and understand its implications on our operational efficiency and continuity.

We have identified the scenario for conducting the scenario analysis exercise-



1) RCP 4.5- Intermediate emissions scenario with global mean temperature expected to rise by 1.1-2.6°C. The scenario assumes that regulatory mechanisms such as introduction of GHG prices would achieve the goal of limiting the rising global temperature.

2) RCP 6.0 - High emissions scenario with global mean

temperature expected to rise by 3-4°C.

3) IEA 2DS- The 2DS is consistent with a 50% probability of limiting the expected global average temperature increase to 2°C by 2100.

4) IEA B2DS- The greater ambition in the Beyond 2°C Scenario (B2DS) will require accelerated power sector decarbonisation.

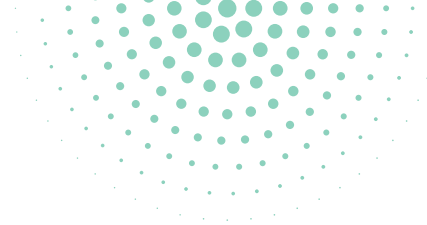
We align ourselves with B2DS scenario by increasing the share of renewable energy in our power mix.

5) IEA NZE 2050- The IEA Net Zero Emissions by 2050 Scenario (NZE) shows a pathway for the global energy sector to achieve net zero CO₂ emissions by 2050.

Climate Change Related Risks

Risk Type	Risk Category	Risk Identified	Mitigation Strategy
Physical Risk	Acute	<ul style="list-style-type: none"> Acute physical risks are driven by extreme weather events arising from climate change such as cyclones, hurricanes, heatwaves, earthquakes, etc. Assets in climate-prone zones of Rajasthan, Gujarat, Maharashtra, Bihar, Madhya Pradesh, Haryana, Uttar Pradesh, Chhattisgarh and Jharkhand, face acute physical risks that can impact our operational efficiency and business longevity. We factor in climate change impacts to safeguard the health of our multi-decadal assets, ensuring reliable electricity transmission & distribution, and avoiding disruptions. 	<ul style="list-style-type: none"> Establishment of resilient infrastructure design to withstand extreme weather events. Emergency Restoration System (ERS) to build operational resilience and rapid recovery post extreme weather events. Site-level robust Disaster Management Plan to handle emergencies.
Physical Risk	Chronic	<ul style="list-style-type: none"> Long-term climate disruptions can impact our assets' functioning. Climate-induced temperature risk can significantly impact transmission and distribution efficiency and reliability due to energy losses. Projected chronic physical risks could significantly impact Adani Energy Solutions' transmission infrastructure and grid efficiency. Although no significant climate change impacts were recorded, critical sites were identified, and appropriate risk management measures were taken to address the worst-case scenario based on findings of AESL's climate projections. 	<ul style="list-style-type: none"> Energy generation from renewable sources. Developing new High Voltage DC transmission lines. Integrating climate resilience in the assets during project design phase. Design improvisation approach such as monopoles, insulated cross arms, utilisation of higher grade of concrete to adapt to climate-related impacts. Infrastructure design practices to withstand various contingencies and adverse conditions. Two Emergency Restoration Systems (ERS) deployed in central and western parts of India for rapid recovery post distribution network collapse in extreme weather events.

Transition Risk	Policy and Legal	<ul style="list-style-type: none"> Regulatory risks in terms of potential GHG emissions pricing such as a Carbon Tax, stricter reporting obligations and mandates on renewable energy, can impact our access to strategically important capital markets. Growing litigation and activism against fossil fuels, trade regimes and tariff caps could impact company's finances, necessitating higher provisions for environmental and legal liabilities. 	<ul style="list-style-type: none"> Closely monitor the regulatory landscape, seek legal opinions and engage in policy advocacy for emerging risk. Intensify efforts to reduce GHG emission intensity, maximise renewable energy integration and implement energy efficiency initiatives. Actively engage with neighbouring units to proactively address potential community activism concerns.
Transition Risk	Market	<ul style="list-style-type: none"> Shifting preference of financial institutions and investors towards low carbon economy while limiting their exposure towards specific industries or projects can disrupt our as well as our partner's access to the capital markets. There's a risk of market disruption which can affect our ability to transition. Global demand for non-fossil, RE based power transmission & distribution and low-carbon technologies may increase in future over that of fossil-based ones, impacting our services. 	<ul style="list-style-type: none"> Expand into emerging markets with renewable energy integration into the distribution business. Supporting and engaging with customers by facilitating rooftop solar installations. Commissioning EV charging stations. RE solutions to Commercial and Industrial customers.
Transition Risk	Technology	<ul style="list-style-type: none"> Failure to adapt to emerging technologies can impact our profitability and render us obsolete. Timely adaptation of advanced technologies can enhance efficiencies and performance, providing a competitive edge. Technology helps monitor climate-related impacts across geographic sites, enabling swift action to mitigation actions. Renewable energy depends on newer technologies to efficiently integrate electricity supply in the grid. 	<ul style="list-style-type: none"> Deploy advanced technologies across business functions and modernise transmission & distribution networks for operational excellence such as HTLS conductors to reduce the sagging and reliable power supply. Assess climate risks, map vulnerabilities, and quantify risks vis-à-vis our assets & geographical areas (GAs) and plan effective adaptation of technology from design stage to commissioning



Climate Related Opportunities

Opportunity Category	Opportunity Driver	Opportunity Identified	Realisation Strategy
Policy and Legal	Policy	Additional revenue stream owing to generation of Energy Certificate.	We are committed to adopting technologies and systems to enhance energy efficiency. The Perform, Achieve and Trade (PAT) scheme, a regulatory mechanism designed to reduce specific energy consumption in energy-intensive industries, has resulted into generation of Energy Certificates (E-Certs) in Dahanu plant, which can be traded to generate additional income.
Markets		Access to new markets	<ul style="list-style-type: none"> • We are expanding our footprint into the low carbon markets viz. Renewable Energy and EV mobility. • Given the increasing global push for decarbonisation, there are new market opportunities for distribution sector companies by increasing the share of renewables into their energy mix. • India's EV market is poised to grow rapidly, offering us a groundbreaking opportunity to enter new markets by commissioning EV charging stations.
Markets		Green Tariff	<ul style="list-style-type: none"> • There is a global shift towards lower carbon economy with increasing number of consumers, preferring greener energy alternatives. • The acceleration is nudging the energy distribution companies to create new markets with greater proportion of renewables in the energy mix. • By providing greener solutions to our customers, we will position ourselves as their preferred partner in their low-carbon journey.
Resource Efficiency		<ul style="list-style-type: none"> • Focused Optimisation & • Efficiency Measures 	We acknowledge that optimising our resource consumption through energy efficiency measures, reducing emission intensities, waste and water consumption, and research and development for design driven efficiency can enhance our operational efficiency leading to direct cost savings in medium to longer term.

Net Zero Commitment

As one of the largest private players in our sector, we aspire to be sector leaders by contributing to India's Net Zero ambition. The transition to a low Carbon economy offers an opportunity to build resilience and explore new avenues for our business.

AESL has committed to be Net zero by 2050. We have defined our strategies and goals and have introduced targets to achieve these objectives. We have officially committed to Science Based Targets initiatives and have submitted targets for SBTi validation. As on the date of publishing of the report, we have

been reinstated in Power Sector of the SBTi and our commitment has been removed from SBTi list, however, we have been actively communicating with SBTi team for target validation.

Additionally, we are committed to not add any new thermal assets. We also commit to carve out our thermal asset at Dahanu by FY25, subject to regulatory approvals.

Internal Price of Carbon

As the world moves towards a low carbon economy, carbon pricing is shaping up as an effective regulatory tool. Additionally, the implementation of internal carbon

pricing as a strategic tool has been integrated into our business decision-making processes to evaluate our vulnerabilities and facilitate investment-related choices.

Our actual Internal Carbon Pricing, derived through implicit price approach for the reporting year was ₹4,737 for every ton of CO₂. We have a target to invest ₹800 for every ton of CO₂. We believe that setting a price on carbon help us live up to our stakeholder expectations, drive energy efficiency and low carbon investments and stress test our investments.



Emissions Management

As a leading energy solutions provider, we play a significant role in energy production, which inherently involves GHG emissions. These emissions contribute to climate change, posing risks to our operations, services, supply chain, environment, public health, and long-term business.

Our commitment to become net-zero is supplemented by our focus to reduce emissions. Being a responsible corporate entity, it is our imperative to lead the way towards a low carbon economy. In this regard, we have undertaken many initiatives.

Emissions management reduces the risk of any future regulatory non-compliance due to change in policy landscape while providing a unique opportunity to gain a competitive advantage. Our medium-term target is to reduce our greenhouse gas intensity (on per rupee revenue generated) to 40% by FY 2025 and in the long-term target to reduce the GHG emission intensity to 70% by FY 2030.

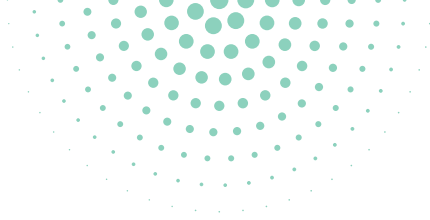
We have undertaken many initiatives including increasing the share of renewable energy in our energy mix along with expanding the share of renewables and investing in energy efficient initiatives such as:

- Unit 01 (U1) Replacement of HP (High Pressure) & Intermittent Pressure (IP) Turbine – Over Hauling (OH) of LP Turbine.
- Reduction in slip loss of Boiler Feed Pump (BFP) No :1B hydraulic coupling in Unit: 01 (U-01).

- Using Solar to Offset Auxiliary consumption from Grid.
- Monitoring and optimised utilisation of Diesel in Diesel Generating (DG) Set.
- Monitoring Sulfur Hexafluoride (SF6) Gas leakage through latest technology cameras.
- Certification of >99 % Zero Waste to Landfill.

As per guidelines provided by GHG Protocol, we monitor and report our GHG emissions for Scope 1, Scope 2 and Scope 3. The

emissions have been arrived at using emission factors prescribed by Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) and Department for Environment, Food and Rural Affairs (DEFRA). Our target for Scope 1, Scope 2 and Scope 3 emissions was "20,29,330", "4,60,065" and "58,32,091" tCO₂e respectively for the current reporting year.



GHG Emissions (tCO₂e)

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total direct GHG emissions (Scope 1) Gases included in calculation-CO ₂ , CH ₄ , N ₂ O, SF ₆ , CFCs	2,592,313	26,92,062	28,26,371	26,63,319
Total indirect GHG emissions (Scope 2- market based) Gases included in calculation- CO ₂ .	3,32,211	5,57,775	4,35,852	4,26,436
Total indirect GHG emissions (Scope 2- location based) Gases included in calculation- CO ₂ .	3,33,942	5,58,915	4,38,291	4,33,825
Total indirect GHG emissions (Scope 3)	3,763,610	40,89,587	31,17,794	54,86,805

Increase in Scope 3 emissions could be attributed to inclusion of activity-based data in Category 1 and Category 2, and due to purchased and sold electricity to end consumers.

Scope 3 Category	Emissions in the reporting year (tCO ₂ e)	Emissions calculation Methodology and exclusions
Purchased Goods and Services	11,87,106	Spend based method was used, where the spend data for different commodities purchased is taken as an input for the activity data. Emission factors for this category were referred from climatiq.io dataset for India.
Capital Goods	7,41,941	Spend based method was used, where the spend data for different commodities purchased & capitalised is taken as an input for the activity data. Emission factors for this category were referred from climatiq.io dataset for India.
Fuel-and-energy-related activities	35,53,651	T&D losses occurring in the grid for the consumed electricity and emissions due to extraction, production, and transportation of fuels consumed by the organisation. Plus emissions accounted from the generation of purchased energy. Central Electricity Authority (CEA) of India published emissions factors and declared T&D Losses.
Upstream transportation and distribution	3,585	Hybrid method was used to consolidate emissions in this category. Supplier-specific method was adopted for road transport, in which the fuel consumed was taken as input data point. For transportation through other modes such as train, sea and air, distance travelled has been taken as the activity data. Emission Factors for this category were referred from DEFRA and IPCC.
Waste generated in operations	50.78	We have diverted 99.99% of waste from landfill and are certified as Zero waste to landfill by M/s Intertek Private Limited for O&M sites, & grid division, and by M/s BVCI for electricity retail division.

Business travel	399	Distance-based data for air, rail and road mode was selected as data input. We refer secondary references to identify the context-specific emission factor.
Employee commuting	72	Average data method based on survey responses received from employees. Data inputs include mode of travel, fuel and distance. Referred DEFRA and GHG Protocol mobile combustion guidance for determining the emission factors.
Upstream leased assets	0	No upstream leased assets other than logistics vehicles which are already covered under Scope 1 as fuel used is paid by Adani Energy Solutions, thus emissions under this category are 0 for the reporting period.
Downstream transportation and Distribution	0	No downstream leased assets other than customer care offices and logistics vehicles used for the distribution & transmission line inspection, O&M teams, which are already covered under Scope 1 as fuel used is paid by Adani Energy Solutions, thus emissions under this category are 0 for the reporting period.
Processing of sold products	0	No processing required for use of our services and thus, emissions under this category is reported 0.
Use of sold products	0	No additional energy required for use of our services, thus reported 0.
End of life treatment of sold Products	0	No end-of-life treatment for our services, hence reported 0.
Downstream leased assets	0	Downstream leased assets for customer care are included in Scope 2, hence this category of emissions is reported 0.
Franchises	0	No franchises for our services, therefore disclosed as 0.
Investments	0	Investments made in other entity is yet to start operations, hence emissions under this category are not relevant for tracking and monitoring, thus disclosed as 0.
Other upstream	0	We do not track activity data under this category as we believe the relevant Scope 3 emissions are already covered in the specific categories, thus reported 0.
Other downstream	0	We do not track activity data under this category as we believe the relevant Scope 3 emissions are already covered in the specific categories, thus reported 0.

Gases included in calculation of Scope 3 emissions are: CO₂, CH₄, N₂O.

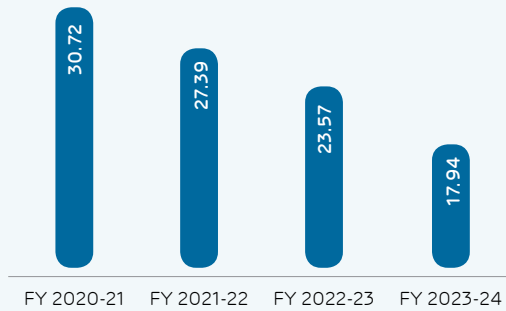
*For Scope 3 categories where DEFRA is used as EFDB - Emission Factor Database the GHGs include CO₂, CH₄, N₂O.

We are committed to achieving Scope 1, 2, and 3 Net Zero by 2050, aligning with the 1.5-degree scenario. This target is currently in the process of being evaluated for validation by the Science Based Targets initiative (SBTi). Until the validation is approved, we are continuing to implement practices and procedures to support these emission reduction targets.

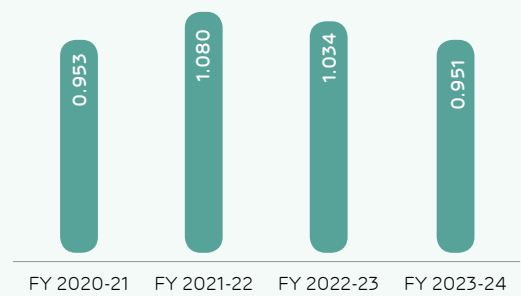
Emissions Intensity

	Units	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Emissions Intensity (Scope 1 and Scope 2)	tCO ₂ e/ revenue in Mn ₹	30.72	27.39	23.57	17.94
	tCO ₂ e/ MWh generated and sold	0.953	1.080	1.034	0.951

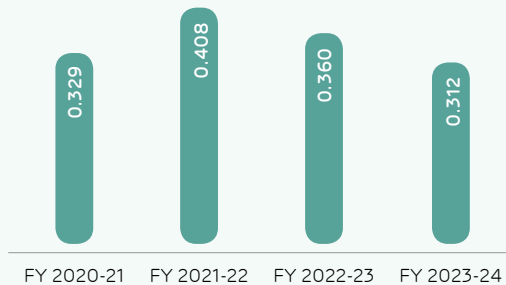
Emissions Intensity(tCO₂e/ revenue in Mn ₹)



Emissions Intensity (tCO₂e/ MWh generated and sold)



Average Carbon Intensity tCO₂e/ MWh sold



Air Emissions

With an objective to minimise our impact on the environment and people, we streamlined investments to upgrade technologies in our Dahanu plant. These investments are in form of state of art technology that has resulted in minimal impact while driving greater sustainability in our operations.

We have taken many measures to prevent pollution of natural resources during the course of our operations, some of these initiatives are-

- Dahanu plant is equipped with FGD, helping in reducing SOx emissions significantly, well below the prescribed limits defined by regulatory authorities.

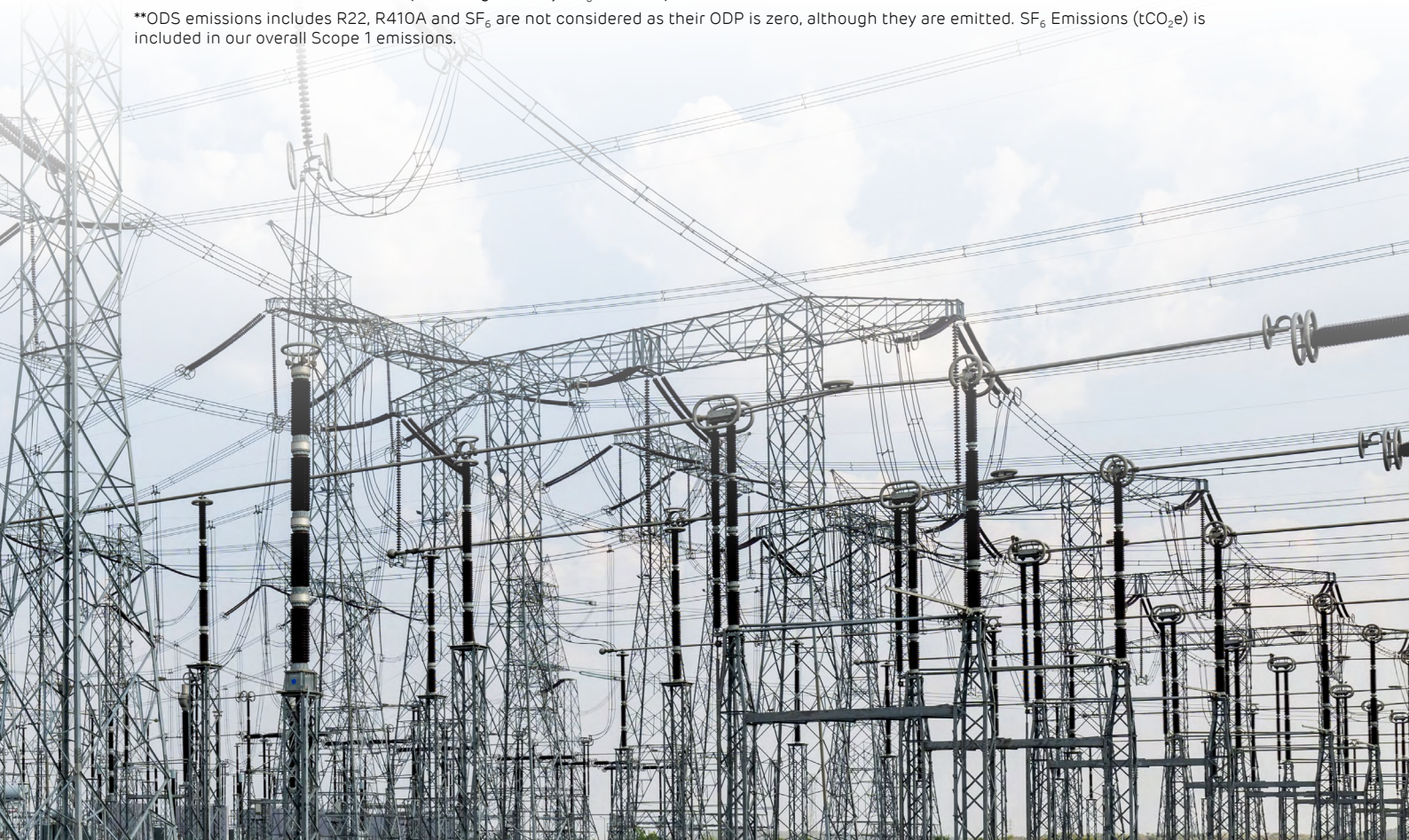
- Due to the provision of Over Fire Dampers, the Nitrogen Oxide (NOx) emission was within limits since inception; a stack of 275.38 meters height ensured thin dispersion of flue gas over a large area.
- Four ambient air quality monitoring stations installed for continuous monitoring of stack emissions dispersion in the ambient air at Dahanu.

The air emission sources are monitored as per defined frequency by an MoEF&CC approved or NABL accredited third party laboratory as mandated by the Central and respective State Pollution Control Boards.

Air Emissions*						
Type of Air Emissions	Units	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	Target FY 2023-24
Direct NOx Emissions	MT	2,989.9	3,571.6	4,035.1	3,742.7	3,945.0
Direct SOx Emissions	MT	1,407.2	2,106.4	2,909.2	3,088.7	3,945.0
Dust Emissions	MT	379.3	454.0	540.0	539.7	574.0
Mercury Emissions	Kg	23.9	26.5	29.3	27.2	29.4
SF6 Emissions	Kg	12.7	31.7	125.2	58.75	100.16
Ozone Depleting Substances**	Kg of CFC11 Eq	0	22.2	0	0	-

*Includes emissions in ambient air. (Excluding mercury, SF₆ and ODS)

**ODS emissions includes R22, R410A and SF₆ are not considered as their ODP is zero, although they are emitted. SF₆ Emissions (tCO₂e) is included in our overall Scope 1 emissions.





Energy Management

Energy management is critical for achieving our decarbonisation objectives. Our Climate change targets are tightly linked with our Energy management. ADTPS was a designated customer under PAT 1 and PAT 2.

Our plants are ISO:50001-2018 certified, reaffirming our commitment to continually improve our energy efficiency, use and consumption. We have effective systems and processes in place to minimise energy wastage in our operations.

We have established a target-based approach towards managing energy efficiently and are making constant progress by increasing the percentage of RE procurement in our energy mix year-on-year. Since the baseline year 3% in FY 2018-19, we have reduced our dependence on the fossil fuel-based energy in the power portfolio by 34.35% of our power mix versus the target of 70% by the year 2030.

We have undertaken various energy reduction initiatives to conserve energy and make our operations green. Some of these initiatives include- structural changes in equipment, parts replacement to plug leakages and inefficiencies reduction. We conduct energy audits to identify opportunities for improving energy performance. These audits are also conducted as a part of the PAT cycle assessment. We generated

13,340 ESCcert in the PAT cycle falling in the reporting year, overachieving our mandated target.

Our target for energy consumption (non-renewable) for the reporting year was 89,28,871.315 MWh [97.5% of FY2023].

At present we are funding research project with IIT for solar spooning experiment to harness the solar energy at elevated level above the tower.

Energy conservation initiatives

- Reduction in Auxiliary Power Consumption through solar installations

To reduce our auxiliary power consumption, we maintained our solar capacity at 3.362 MWp during the current the financial year, keeping it the same from last year. Additionally, these solar installations were undertaken at our operational sites at Mahendragarh, Akola, Koradi, Sami, Morena and Rajnandgaon. Our target is to increase our solar installations in all our transmission sites.

- Unit 01 (U1) replacement of HP (High Pressure) & IP (Intermediate Pressure) Turbine - OH (Over Hauling) of LP (Low Pressure) Turbine.
- Reduction in slip loss of BFP 1B (Boiler Feed Pump Unit 1B) hydraulic coupling in U-1.
- Monitoring and optimisation of utilisation of diesel in the DG set.

- Monitoring SF6 (Sulphur Hexafluoride) gas leak through contemporary technology cameras.
- HP heater performance improvement by attending parting plate leakage (improvement in heat rate by 7.8 kcal/kWh).
- Replacement of BFP cartridge in Boiler Feed Pump Unit1 A (reduction in auxiliary power consumption by 582 kW per hour).
- Installation of energy-efficient lighting (reduction in auxiliary power consumption of 448 MWh per annum).
- Nano molecular thermos conductive additive treatment for air conditioning system. Our corporate offices have lighting automation and handling units have sensors to keep a check on our energy consumption. Our Board level CRC committee regularly monitors our performance on energy consumption through quarterly reviews.

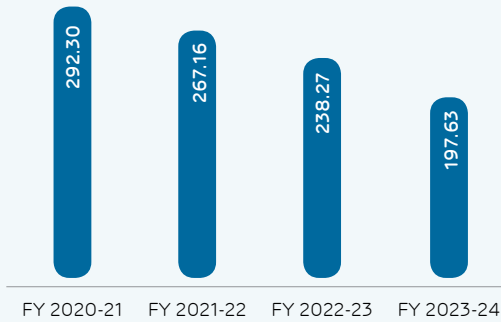
Energy Consumption (GJ)				
Parameter	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Coal (a)	3,03,52,233	3,15,55,809	3,28,11,389	3,18,01,563
Diesel (b)	77,681	28,443	38,984	31,745
LDO (c)	11,160	13,455	10,208	20,518
LPG (d)	0	625	653	643
Petrol (e)	8,730	4,675	4,620	3,166
Total Fuel Consumption (A) (a+b+c+d+e)	3,04,49,804	3,16,03,007	32,865,854	3,18,57,636
Electricity consumed from Non-RE sources (B)	39,580	80,422	99,649	1,07,546
Electricity consumed from RE sources (C)	7,886	5,065	12,368	8,760
Total Energy Consumed (A+B+C)	3,04,97,270	3,16,88,494	3,29,77,871	3,19,73,942

*AESL doesn't consume energy from any renewable fuel source, hence the same has not been reported.

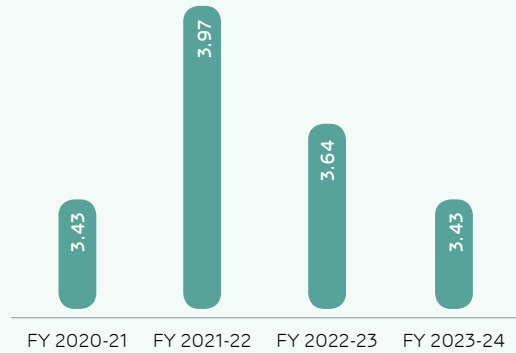
Energy Intensity

We monitor the total energy consumed within our organisation in ratio with the revenue generated in the financial year. Energy Intensity is a measure to track the progress of our energy efficiency measure. A decline in energy intensity signals towards the success of our energy efficiency measures.

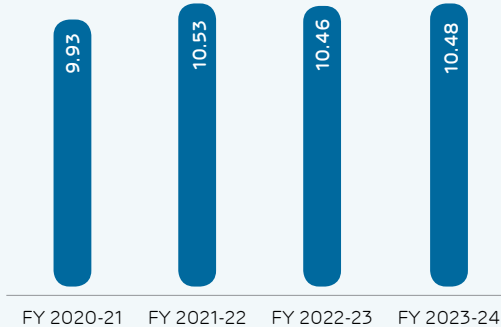
GJ/ revenue in Mn ₹



GJ/MWh sold

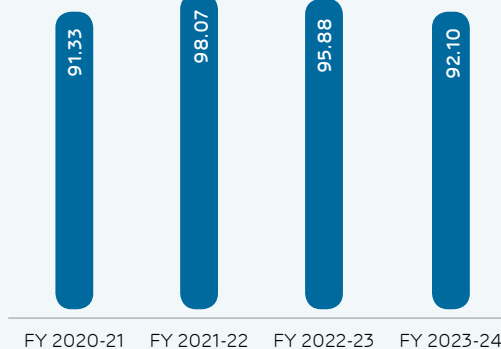


GJ/MWh generated

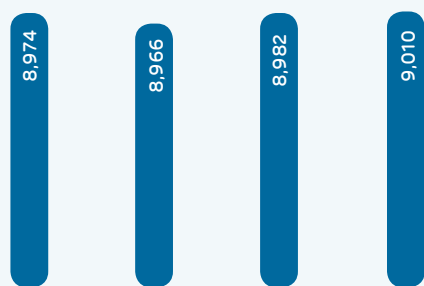


Decrease in energy intensity could be attributed to improvement in heat rate at Dahanu power plant, increase in revenue etc. Plant Load factor for the year is 73.96%. The Plant availability factor is 92.09%. The figures below showcase the values for plant load factor, heat rate and plant availability between FY20-FY24 in respective units.

Plant Availability(%)



Heat Rate(in BTU/kwh)



FY 2020-21 FY 2021-22 FY 2022-23 FY 2023-24

Plant load factor(in %)



FY 2020-21 FY 2021-22 FY 2022-23 FY 2023-24

Grid Losses and Reliability

We are continuously advancing towards setting new benchmarks in operational excellence and customer service. Through our cutting-edge infrastructure, implementation of advanced technologies, digitisation and customer centric mindset, we have ensured uninterrupted power supply and minimum inconvenience to consumers.

Grid Losses

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Transmission losses (%)	1.49	1.35	1.41	1.56
Distribution losses (%)	7.82	6.55	5.93	5.29
Transmission losses and Distribution losses (%)	9.31	7.90	7.34	6.85

Grid Reliability

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
System Average Interruption Duration Index (SAIDI)- Minutes per consumer per year	34.58	23.63	22.35	21.26
System Average Interruption Frequency Index (SAIFI) Events per consumer per year	1.11	0.82	0.70	0.69
Customer Average Interruption Duration Index (CAIDI) Minutes per event	31.11	28.95	31.74	30.63

Electricity Generation Mix

Source for electricity generation	Gross Generation (in GWh)	Revenue Generated (in ₹)
Coal	3,248.487	0
Solar	5.16	47,728,152
Wind and Solar Hybrid	2,933.86	27,138,208,658

Resource Management

We endeavour to minimise our environmental footprint by reducing waste generation, incorporating best industry practices, and adhering to the waste management principles. We achieve this via fostering continuous improvement through the 5R principles of Reduce, Reuse, Recycle, Repurpose, and Recover. These principles guide our efforts to maximise resource efficiency through implementation of the circular economy guidelines.



Our comprehensive Integrated Management System combines various interconnected processes and strategies to optimise waste reduction, minimise pollution and promote overall environmental sustainability through process improvisation, product design improvements and implementation of efficient practices. It incorporates monitoring and performance measurement mechanisms to track generation, segregation, and

recycling rates. We dispose all our waste responsibly in accordance with the applicable regulations and ensure 100% legal compliance to them.

We responsibly handle our waste. All our assets are certified as Zero Waste to Landfill (ZWL). We have retained our ZWL status as per the yearly surveillance third party audits. Our Central Procurement Team identifies authorised vendors to dispose waste in compliance with applicable rules

& regulations. Site-level Material Management Group coordinates with vendors for safe disposal.

Subsequently, Hazardous Waste disposal is done through State Pollution Control Board authorised recyclers. Non-hazardous Waste disposal sold and auctioned through standard & Internal procedures. E-waste is handed over to the authorised recyclers. Our target for total waste disposal was "100%" and for hazardous waste was "100%".

Key Material Consumption

Particulars	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Coal	MT	17,85,029	19,88,929	22,22,916	21,54,502
Concrete (M20) and reinforced cement concrete (RCC)	Cum	1,31,593	1,34,853	70,612	1,38,637
Steel (tower part)	MT	1,04,503	29,303	29,266	1,01,523
Aluminum alloy (conductor)	MT	33,994	18,616	52,395	37,032
Steel wires (conductor and earth wire)	MT	3,728	2,559	2,072	646
Diesel Consumption	kL	2,043	556.86	35,682	1,447

Waste Categories

Broadly two categories of waste is generated in our operations- hazardous waste (including battery waste) and non-hazardous waste (including plastic waste)

Non- hazardous waste generated during the operations includes the following- insulator scrap, wood scrap, steel scrap, aluminum

scrap(conductors), GI scrap, scrap rubber, scrap copper, scrap corroded APH basket, Saw dust, MS scrap, Reinforcement steel. This is sold and auctioned through internal standard procedures.

Hazardous waste such as oil drums, used transformer oil, used/spent oil, waste/residue, containing MS barrel, waste

resin, used cotton waste, empty contaminated drums are disposed through authorised recyclers and re-processors.

E-waste such as transformer, MV VFD panel, used batteries, switchgears, meters, capacitors, relays, ignitors and fuses are given to recyclers for their further processing.

Waste Diverted from Disposal (in MT)

Type	End-of-Life Method	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Hazardous Waste	Recycled	186.9	319.8	171.6	81.7
	Reused	0	0	0	0
	Other Recovery Options	0	0	0	0
Non-Hazardous Waste	Recycled	2,566	3,295	2,645	3,118.6
	Reused	0.3	0.3	18.8	0
	Other Recovery Options	0	0	11.9	0

Zero Waste to Landfill target = Waste diversion less than 1% of total waste generated.

Waste Directed to Disposal (in MT)

Type	End-of-Life Method	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Hazardous Waste	Landfilled	0	0	0	14,295
	Incinerated (with energy recovery)	7.6	7.0	20.0	4,148
	Incinerated (without energy recovery)	0	0	0	0
	Other disposal options	0	0	0	0
	Unknown disposal options	0	0	0	0
Non-Hazardous Waste	Landfilled	16.2	23.3	22.0	6,617
	Incinerated (with energy recovery)	0	0	0	0
	Incinerated (without energy recovery)	0	0	0	0
	Other disposal options	0	0	0	0
	Unknown disposal options	0	0	0	0



Ash Waste Management

Ash is generated due to combustion of coal in our thermal power plant. The ash generated through the processes is rich in mineral content and is therefore utilised in multiple ways.

There are two types of ash that are generated from the thermal power plant:

1) Dry ash generated is sold to the authorised vendors, generally for mixing in cement.

2) Wet ash is sold to the local vendors at a nominal cost for the manufacturing of bricks, ceramic tiles, and other materials or used in land filling for subsequent development of green belts.

Total ash disposed for the reported years is zero. We strive to achieve not more than 1% diversion to disposal for waste generated in disposal. Additionally 100% of our hazardous waste is disposed through an authorized body.

Ash Waste (in MT)

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total ash Recycled/reused	4,22,833	6,71,098	6,25,334	8,10,862



Water Management

Water is a precious shared natural resource. It is critical for our business continuity. Our water optimisation approach focusses on finding opportunities to replenish natural water sources by extracting lesser than what we utilise. For tracking and monitoring purpose of our water consumption, we have installed water metering – flow meters and flow transmitters, across all our sites. We emphasise on conserving freshwater by creating rainwater harvesting structures at our O&M sites to meet our daily needs. To achieve this, rainwater harvesting feasibility studies have been conducted for our operational sites. These measures help us reduce our dependency on freshwater and aid in recharging waterbodies, which can give us an enhanced social standing and positive brand image. We train our employees in Water Management practices. Our comprehensive database monitoring system across our facilities enables collection of monitoring data such as water withdrawal and discharge data.

Water Withdrawal (in kL)

Water Consumption	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Surface Water	17,40,440	15,76,876	17,76,885	21,12,006
Groundwater	25,200	57,693	57,693	76,072
Third-party water	1,11,030	32,518	661	2,364
Other (Rainwater)	0	147,898	7,731	7,169
Seawater	37,75,34,000	46,54,95,317	48,81,05,573	47,40,26,459
Total water withdrawal	37,94,10,670	46,73,10,302	48,99,48,543	47,62,27,229
Water Consumption	18,76,670	18,14,985	18,42,970	21,97,611
Seawater discharged back to sea	37,75,34,000	46,54,95,317	48,81,05,573	47,40,26,459

Water Discharge (in kL)				
Water discharge by destination	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Surface Water	0	0	0	0
Groundwater	0	0	0	0
Seawater	37,75,34,000	46,54,95,317	48,81,05,573	47,40,26,459
Third-party water (total)	0	0	0	0
Total water discharge (Surface water + groundwater + seawater + third-party water)	37,75,34,000	46,54,95,317	48,81,05,573	47,40,26,459
Water discharge by freshwater and other water				
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Other water ($> 1,000$ mg/L Total Dissolved Solids)	37,75,34,000	46,54,95,317	48,81,05,573	47,40,26,459

Our water consumption target was 2.184632 Million kL [maintaining same specific consumption with increased energy] for FY'23.

Our target for water consumed in water stress areas is 0.032154 Million kL [maintaining same specific consumption with increased energy]

Water Risk Management

We continuously assess water related risks in all our sites by being vigilant towards any regulatory changes and through periodic assessments via globally recognised tools such as WRI Aqueduct 3.0.

Additionally, as a holistic approach, we have employed IPCC's RCP 4.5 scenario (equivalent to 1.7-3.2°C) analysis to study various

impacts such as a projected change in the monthly maximum temperature, monthly precipitation, severe drought likelihood and land projected to be below the annual flood level for 'Period: Impacts Projection' during 2020 to 2039. The scenario analysis allowed the identification of operations in water-stressed areas and anticipated potential water-related conflict as well as group

of stakeholders that could be involved. The risks assessed are broadly categorised into physical risks – location specific risks such as water quantity and water quality, regulatory risks- arising due to change in water policy requirements, non-compliances due to applicable regulations and reputational risks- arising due to mismanagement of water resources.

The following eleven sites are located at areas of high water stress-

- Mahendergarh HVDC in Haryana
- Badaun substation in Uttar Pradesh
- Alwar Substation in Rajasthan
- Bar Substation in Rajasthan
- Deedwana Substation in Rajasthan
- Ghamurwali Substation in Rajasthan
- Ghumati Substation in Rajasthan
- Khatoti Substation in Rajasthan
- Riyabari Substation in Rajasthan
- Shekhsar Substation in Rajasthan
- Ahore Substation in Rajasthan

We conducted a water stress level and drought risk level analysis to understand the drivers of water stress and identify effective strategies for water resource planning and management. We are in process of

assessing water risk at our operational locations as per Aqueduct 4.0. The results of the same shall be published from next financial year.

Water Withdrawal and Consumption in Water Stressed Areas (in kL)

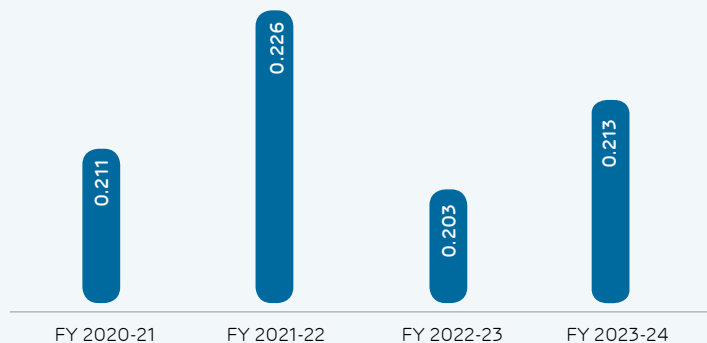
Water Consumption	FY 2021-22	FY 2022-23	FY 2023-24
Surface Water	30	0	0
Groundwater	16,620	26,032	32,887
Third-party water	550	96	0
Seawater	0	0	0
Other (Rainwater)	1,928	726	0
Total Water Withdrawal and Consumption	19,127	26,854	32,887

We have a proactive approach towards judicious water consumption. We ensure treatment of all effluents before discharge. Some of the initiatives that we have taken to minimise our freshwater consumption are as follows:

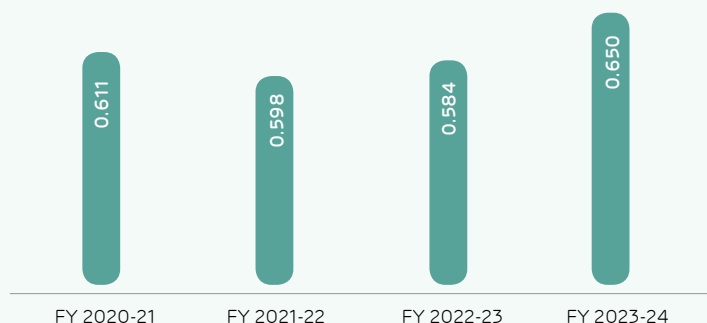
- Adani Dahanu Thermal Power Station (ADTPS) is certified with ISO 46001 Water Efficiency Management System.
- Effluent generated in thermal power plant is treated and disposed of as per Maharashtra Pollution Control Board (MPCB) consent to operate guidelines.
- We lay an increased focus on reusability of our treated water. Our domestic effluent is treated in our in-house sewage treatment plants, the treated water was further utilised in the horticultural activities.

In the current year, our organisation has not been subject to any water-related incidents with a financial impact on revenue of more than US \$ 10,000

Water Intensity (KL / MWh sold)



Water Intensity (KL / MWh generated)



Freshwater Intensity

Units	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
kL/ million ₹ revenue	17.90	15.16	13.32	12.78
kL/million units	611.30	597.60	584.33	650.15



Biodiversity

We are cognisant of the role biodiversity plays in the sustenance of life on earth. Biodiversity conservation holds utmost significance for our business continuity and forms an integral part of our corporate strategy.

As a responsible corporate citizen, we aim to prevent any damage to the natural ecosystem. We have joined the India Business and Biodiversity Initiative, a multi-stakeholder initiative that focuses on biodiversity related impacts. The IBBI report can be found at the end of this document. Our Biodiversity Policy provides a guiding principle for conducting our operations with consideration to biodiversity related parameters. It is based on the "No Net Loss" approach for all our operations with an aim to achieve "Net Positive Gain" of biodiversity.

In lieu of our Biodiversity commitment, we have identified areas where business operations intersect with biodiversity elements. This process is crucial for understanding the potential impacts on biodiversity and for devising strategies to mitigate negative effects. This was done through a desk-based research, site-specific surveys, stakeholder consultations, utilisation of remote sensing and GIS Technology. Further, we utilised WWF's Biodiversity Risk Filter and The ENCORE tool to comprehensively understand biodiversity related impacts and dependencies.

At AESL, biodiversity risks are integrated in the multidisciplinary company-wide risk assessment processes. As a result, we focus on avoiding ecologically sensitive

zones for transmission line route, minimising biodiversity impact by reducing energy use, and restoring habitats.

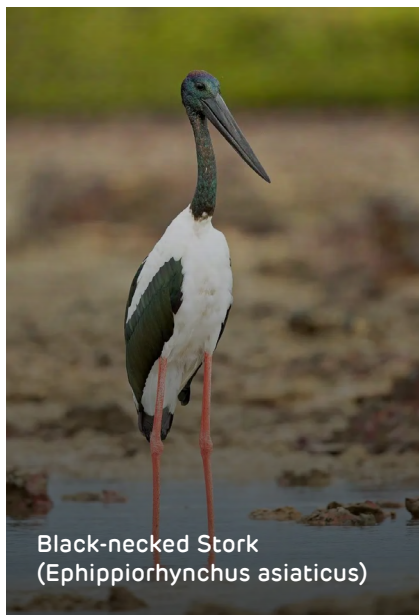
We recognise the interlinkage of our operations with nature. Our approach towards biodiversity management inculcates adherence to the principles of avoidance, minimisation, and mitigation.

We understand that our construction activities and operational activities can disrupt the local ecosystem, causing harm and affecting habitats, flora and fauna. Therefore, by assessing the ecological sensitivity of an area, we identify and avoid locations particularly important for biodiversity, thereby mitigating any impact on the local ecosystem.

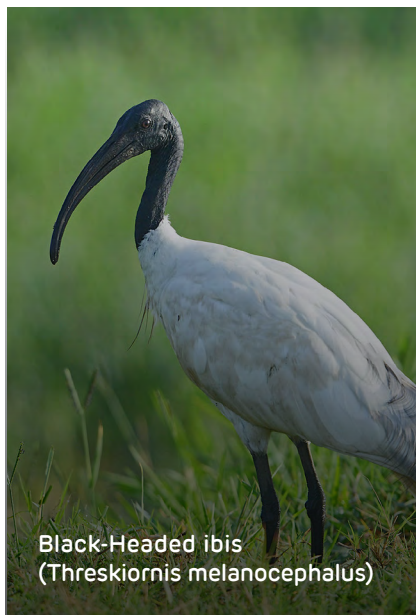
We actively collaborate with academic institutions, local community organisations and environmental specialists to contribute to the preservation and restoration of natural environment. By engaging with these stakeholders, we harness their expertise, local knowledge, and resources to implement effective conservation and restoration initiatives.

We have implemented structured training programmes on biodiversity conservation for our employees.

We do not have any negative impact on any IUCN Red List species and national conservation list species in any operating location. Some of the key near-threatened and threatened species and Schedule 1 species have been identified at operation sites.



Black-necked Stork
(*Ephippiorhynchus asiaticus*)



Black-Headed ibis
(*Threskiornis melanocephalus*)



Snakebird/Darter
(*Anhinga rufa*)



Black-Tailed Godwit
(*Limosa limosa*)



Great Stone Plover
(*Esacus recurvirostris*)



Eurasian Curlew
(*Numenius arquata*)



Painted Stork (*Mycteria leucocephala*)

Ecosystem Service Matrix

Adani Dahanu Thermal Power Station (area 848.91 hectares) is located in an eco-sensitive zone, surrounded by creeks in Coastal Dahanu town in Palghar district of Maharashtra. An assessment for biodiversity and ecosystem services was undertaken by Confederation of Indian Industry during the previous reporting year. Following the risk-based approach, materials were mapped along the relevance as per the cost of business. This enables us to identify the impact created by ADTPS for every ecosystem service provided. The

study highlighted impacts in terms of land use, transport, water requirement, noise and dust from truck, vehicular movement.

The Biodiversity Index Score of AESL is 66/100, which was conducted for ADTPS, Dahanu since the site operates in an Eco-sensitive Zone. During the biodiversity assessment, 225 floral species and 144 faunal species were identified. Approximately 37% of our total network consists of overhead lines that traverse various terrains including agricultural fields with low rise crops that are well

irrigated and do not have any dry vegetation. In forested areas, we follow strict clearance regulations and obtain necessary permissions and clearances before drawing transmission and distribution lines. These measures help protect the integrity of the forest ecosystem and mitigate any potential impact on the environment.

The Land Acquisition, Rehabilitation and Resettlement Act (LARR), 2013 and its subsequent amendments does not mandate Social Impact Assessment for the transmission

business (including substations). Transmission lines (TL) do not lead to any physical displacement and hence rehabilitation and resettlement is not applicable to the projects. By adopting a right of way approach, we aim to avoid the need for extensive land acquisition and minimise the displacement of communities. Further, we have installed Gas insulated substation which takes less space and offers more reliability as compared to Air insulated substation.

For commissioning of a new transmission line, we ensure to

evaluate alternate pathways to avoid any tree cutting, however, in absence of any other way, we ensure to follow all statutory compliances and legally pay compensatory afforestation fees.

Carbon Sequestration

Owing to the inherent nature of our operations, we are intimately linked to the ecosystems around which we operate, including forests, grasslands, and mangroves. As a commitment towards protection and restoration of the

ecosystem, we have committed to plant 15 million trees by 2030. (Part of group level 1t.org initiative to grow 100 million trees by 2030).

To fulfil our commitment, we amplified our efforts to increase the coverage of trees in and around our substations under “Greening the substation” initiative. Further, we ensure high survival rate of the trees planted and take responsibility of the maintenance of the green areas created.

Green Coverage Methods	Area Covered (hectares)	Total Carbon Sequestration (Tonnes/ Hectare/ Year)	Total CO2 Uptake (Tonnes/Year)
Full-grown forest (10 to 20 years) or Plantation with 1,000 full-grown trees per hectare	118.21	177	650.75
Grass including 0.5 metre subsurface root-system	35.65	36	130.84
Carbon sequestration by Mangroves (around 10 to 20 years)	227.09	568	2,084



Sustainability linked Bonds (SLBs)

To accelerate attainment of our objectives on providing affordable and sustainable energy solutions, we tapped on private debt capital market issuances and leading international and domestic banks.

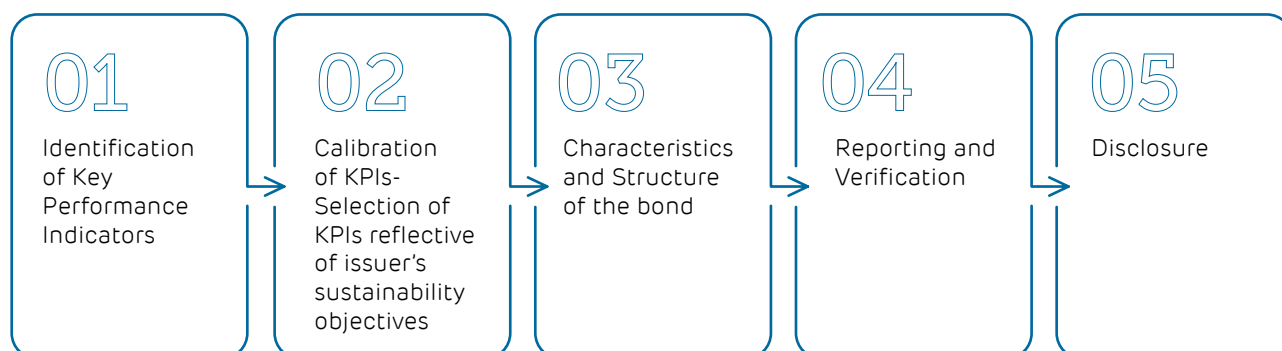
We believe that debt markets play a critical role in accelerating the world towards sustainability. In cognizance of this viewpoint, AEML raised capital through sustainability linked bonds.



Sustainability Linked Bond (SLBs) principles serve as a voluntary framework for financial instruments to integrate forward-looking Environmental, Social and Governance outcomes. These principles offer guidance and establish a shared framework, facilitating transparency and accountability within the market.

They uphold the ethical standards in the advancement of the SLB market by establishing best practices for issuers.

SLB principles delineate the methodology for issuing sustainability linked bonds and ensures that any SLB issued aligns with the fundamental five components.





Increase Renewable power mix in the overall power purchase mix

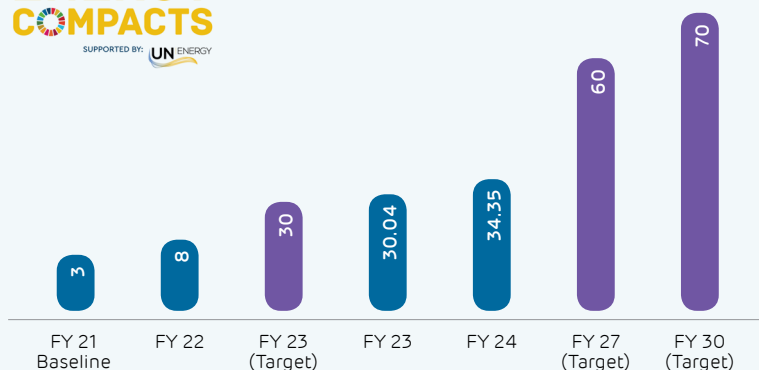
Target: Attain at least 60% of the renewable power procurement mix by the end of FY 2026-27 and 70% by the end of FY 2029-30.

Reduction in GHG Emission Intensity (Scope 1 and 2).

Target: Achieve reduction in GHG emissions (Scope 1 & 2) by 60% by the end of FY 2030-31 compared with the baseline FY 2018-19.

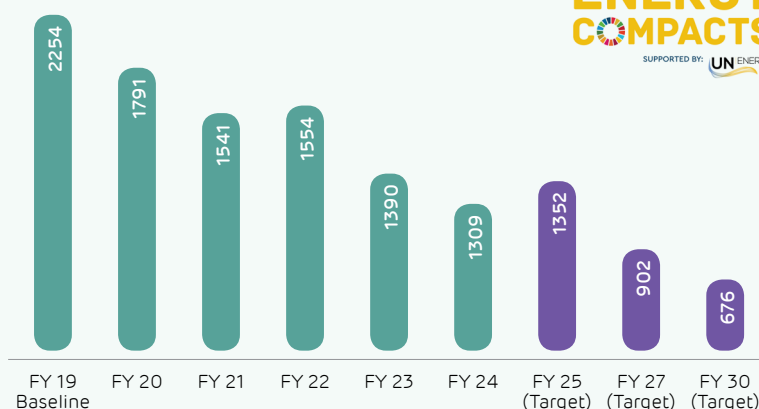
% RE share in electricity procurement - Energy compact updates

ENERGY COMPACTS
SUPPORTED BY: UN ENERGY



AEML GHG Emissions Intensity (tCO₂e/EBITDA)

ENERGY COMPACTS
SUPPORTED BY: UN ENERGY



The key performance indicators chosen for the SLB framework contribute to UN sustainable Development Goals SDG 7 (affordable clean energy), SDG 11 (sustainable cities and communities) and SDG 13 (climate change).

We understand that the nature of the KPIs is aspirational, however we remain steadfast on our commitment to supply sustainable and affordable power to the financial capital of India, while enabling the transition to a low-carbon economy and moving towards our goal of becoming a leader in the transmission and distribution of reliable, clean power and improving our emission intensities.

Green Loans

As a testament to our overall objective to facilitate transition to green energy by increasing the share of renewable power in the grid, a US \$ 700 million revolving facility has been tagged as green loan by

Sustainalytics. This provides assurance on the green loan framework for the revolving facility.

We have obtained the independent Second Party Opinion (SPO) from Sustainalytics on alignment of our adherence to its sustainability strategy, risk management and application of funds in relation to the underlying eligible projects.

The projects associated with the US \$ 700 Mn revolving facility are currently being implemented in the states of Gujarat and Maharashtra. In Gujarat, these projects are part of the Government of India's Green Energy Corridor Projects (GEC), dedicated to the evacuation and transmission of renewable energy. In Maharashtra the projects are conceptualised to strengthen the Mumbai's transmission system by enhancing grid stability and providing a stable transmission network which shall promote higher share of renewable energy in the overall grid mix ensuring more penetration of green energy to the end consumers.

Our Social Footprint

Growing together, stronger than ever.

3,00,855

Hours of learning and
development

₹16.25 Crores

Spent on employee
wellbeing initiatives

₹42.16 Crores

CSR Expenditure

10

New Suppliers
Onboarded

We are a company guided with a vision of creating 'Growth with Goodness'. This is deeply intertwined and in conjunction with the wellbeing and prosperity of our employees, customers and the communities we serve. We recognise that our business is not just about achieving financial goals, but also about creating a positive impact on society. From fostering a culture of inclusivity and diversity in our workplace to promoting the well-being of our employees through robust health and safety measures, we are committed to creating a positive and supportive work environment that benefits both our employees and our business. Together with our extended social system, we are geared up to contribute to national development aspirations and inclusive value creation.

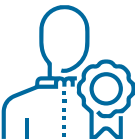
Focus Areas

Talent Management, Acquisition and Retention		Diversity, Equity, and Inclusion	
Human Rights and Labour Relations		Enhanced customer satisfaction	
ESG Evaluation and Supplier Enhancement	Health & Safety	Discrimination	
Community Engagement		Enhancing Green Supply Chain	

Linkages with SDGs

4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION 	8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	

Related Material Topics



Human Capital Development



Occupational health and Safety



Community Relations



Customer Relationship Management



Diversity, Equity and Inclusion



Energy Affordability



Supply Chain Management

Linkage to Strategic Priorities

ESG Integration

Safety Culture

Targets

Target	Progress
30% Women representation in the workforce by FY 2030	Achieved 8.25% in total permanent workforce
30% Women representation in Management roles by FY 2030	Achieved 12% women representation in Management roles
Achieve Zero Harm across all operations	Achieved Zero Harm across our operations
Mobilise 1,900 women and form 150 Entrepreneur Self-Help Groups (ESHGs) in Mumbai	Surpassed the target and the programme resulted in the formation of 278 ESHGs through mobilisation of 3,985 women
Reach 32 villages in Jalore, Sirohi and Nagpur and realise the benefit of government schemes to 5000+ people	Achieved our target of reaching 32 villages and reached 15,648 beneficiaries
Implement Utthan project in 60 government schools of BMC and cover 12,000 students	Achieved implementation of project in 60 schools covering 12,050 students
~100% supply reliability for 12 million+ Mumbai consumers	Maintained Supply reliability at over 99.99%

Building Teams, Shaping Futures: Employee Management

At AESL, we recognise that our employees are the driving force behind our success. We strive to create a work environment that values and supports their growth, motivation, and overall wellbeing. Our commitment to employee management goes beyond compliance with regulations, focusing on fostering a culture of open communication, collaboration, and professional development. This approach has enabled us to cultivate a dedicated and engaged

workforce, driving our success and nurturing long-term employee satisfaction and loyalty. Currently, we have 4,959 permanent employees and 6,192 contractual workers which has increased from 9,858 in the previous reporting year. Our employees and workers constitute of Indians and foreign nationals. 99.91% of our total permanent workforce is Indian and 0.08% constitutes of foreign nationals. Additionally, in our management workforce 99.86% are Indians and 0.13% constitutes of foreign nationals.

Category	Male			Female				
	<30 years	30-50 years	>50 years	<30 years	30-50 years	>50 years	Total	Percentage of Women (%)
Top Management	0	0	6	0	0	0	6	0%
Senior Management	0	103	143	0	9	4	259	5.01%
Middle Management	4	554	219	0	70	6	853	8.90%
Junior Management	503	356	105	146	22	15	1,147	15.95%
Supervisor	2	21	4	0	0	0	27	0%
Non-Executives	0	763	1,767	0	44	93	2,667	5.13%
Total Permanent Employees	509	1,797	2,244	146	145	118	4,959	8.25%
Workers (Contractual Workforce)								
Total Contractual Workforce	893	3,896	1,238	31	94	37	6,189	2.61%
Total Workforce	1402	5,693	3,482	177	239	155	11,148	5.12%

*95% of our senior management consists of male employees and 5% consists of female employees. Further, we re-evaluated the strength of contractual workforce. Based on the re-evaluation and calculation, the total strength of contractual workforce is 6,189 which constitutes of 55.5% of our total workforce. They are also part of our collective bargaining agreements.

In our direct operations, 14.16% of our workforce is less than 30 years, 53.22% is between 30 and 50 years and 32.62% is above 50 years of age.

We define our significant operating location based on the parameters given, deemed applicable

- The proportion of business units (Sub-station(s), Transmission line(s), Distribution

- Area(s) affected
- The size of the impact on those business units
- Our dependency on those business units
- The potential for shareholder or customer concern

Our bifurcation of employees located in significant areas of operations are as follows:

Significant Operating Location	Percentage (%) of total employees in the direct operations
Sami	0.1
Akola	0.2
Koradi	0.2
Bareilly	0.2
Mundra	0.4
Mahendragarh	0.4
Bhuj	0.6
Ahmedabad	5.2
Dahanu	8.0
Mumbai	77.4

Women in Workforce

We are deeply committed to fostering a diverse and inclusive workforce that truly represents the richness and complexity of our society. A diverse workforce brings unique perspectives, experiences, and skills to the table, leading to more innovative solutions, better decision-making, and increased productivity. We are dedicated to creating an environment where women feel valued, supported, and empowered to succeed. We are taking concrete steps to address this imbalance by implementing initiatives such as mentorship Programmes, flexible work arrangements, and training opportunities designed specifically for women. As a result of these, women hiring increased from 15% in the previous year to 21% in the reporting year.



Our Targets

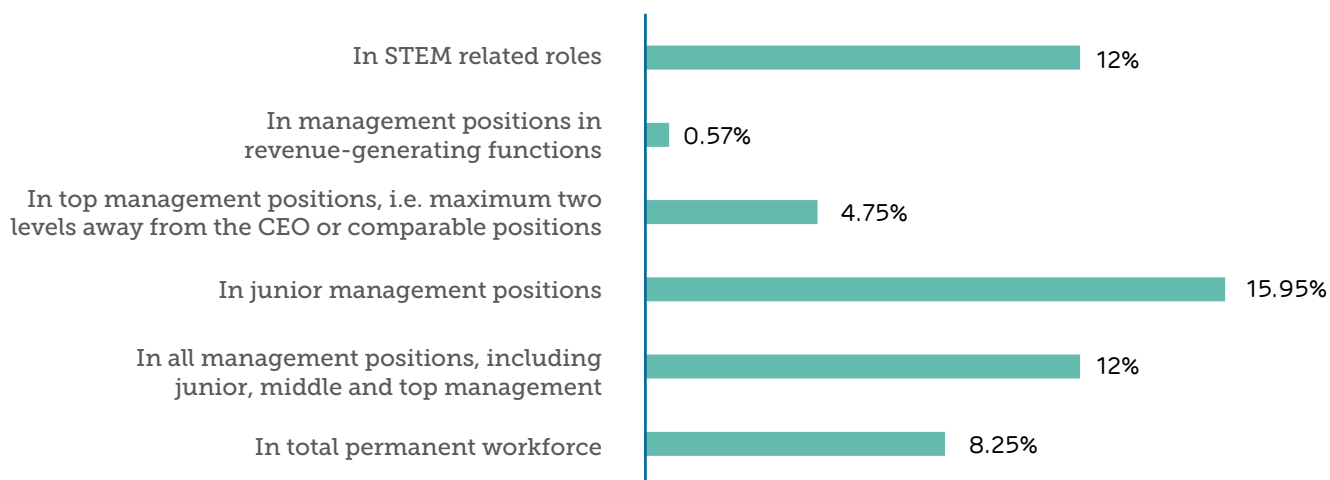
Achieve
30%

women
representation in
the total workforce
by 2030

Achieve
30%

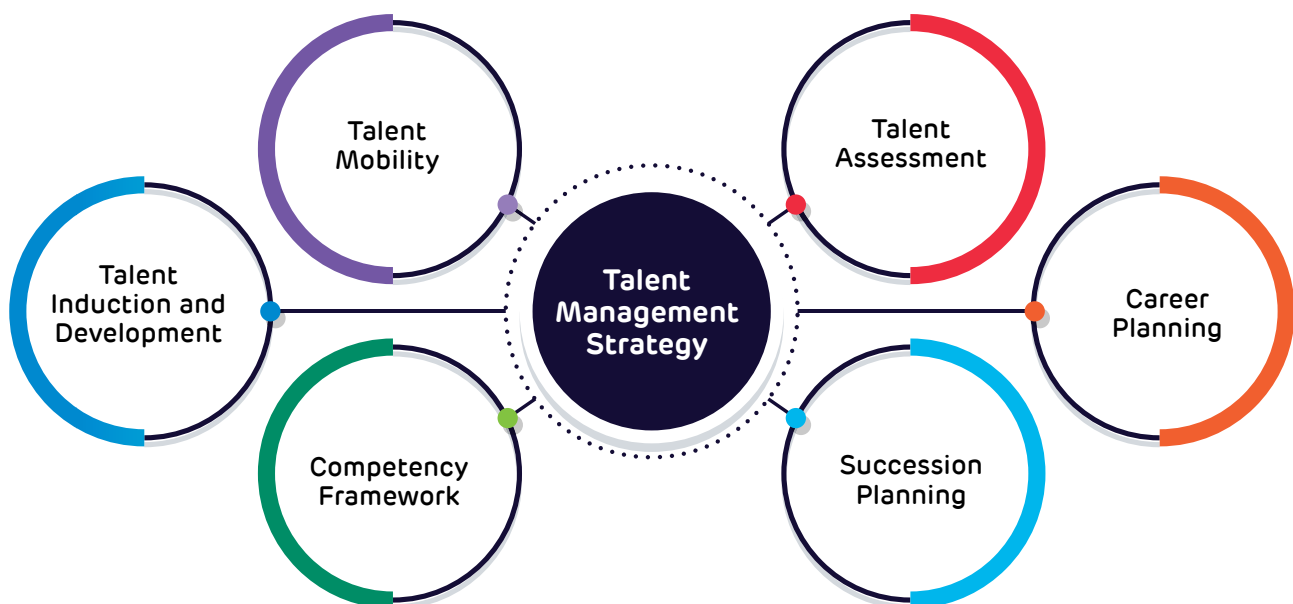
women
representation in
the management
roles by 2030

Women Representation





Our Strategy



Investing in People, Cultivating Success

Our hiring practices at Adani Energy Solutions prioritise fairness, inclusivity, and talent attraction. We aim to identify candidates who are the right fit for both the role and the organisation, providing unique growth opportunities and an environment that fosters professional development. We emphasise equitable and transparent recruitment processes that align with our organisational values and business goals. We recruit through various channels, including direct hiring from institutes, external recruitment, and internal lateral entry. By focusing on diversity and

inclusion, we ensure a rich pool of candidates from varied backgrounds. Our hiring strategy aligns with our business goals, ensuring we bring on board top talent that matches our values and commitment to excellence. We aim to increase the percentage of women hires to 30% by FY 2024-25. Our new hires constitute of Indians and foreign nationals. In the reporting year, we hired 3 foreign nationals at the Junior management level. Our turnover rate comprises of Indian employees reflecting the demographic composition of our workforce.

New Hires by Management level (FY 2023-24)

Category	Male	Female	Total
Top Management	1	0	1
Senior Management	8	1	9
Middle Management	30	1	31
Junior Management	124	14	138
OS	5	0	5
Trainees	272	97	369

New Hires by Age group and Gender (FY 2023-24)

Gender	<30 Years	30-50 Years	>50 Years	Total
Male	332	99	9	440
Female	108	4	1	113
Total	440	103	10	553

Total New Hires

Category	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total new hires	179	149	266	553
% Of open positions filled by internal candidates	59	82	42	27
Average hiring cost/FTE (₹)	1,17,541	1,26,654	2,58,850	2,82,952

*Internal hiring rate for males is 100% comprising of Indian origin.

Voluntary Employee turnover rate (%) by Gender and Age Group (FY 2023-24)

Category	<30 years	30-50 years	>50 years	Total
Male	0.7	1.6	0.1	2.4
Female	0.2	2.2	0.7	3.2

Employee Turnover by Management level (%) (FY 2023-24)

Category	Male	Female
Senior Management	5	0
Middle Management	19	3
Junior Management	29	3

Employee Turnover Rate (%)

	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Employee Turnover Rate	5.02	5.23	7.40	7.10
Voluntary Employee Turnover Rate	4.51	5.23	6.68	5.6

* During the reporting year, Turnover rate for our Permanent employees is 7.1 and for contractual workforce is 8.2
Total Voluntary Turnover is 5.6%

Employee Wellbeing

We place utmost importance on the wellbeing of our employees. We recognise that a healthy workforce is a productive workforce, and as such, we offer extensive programmes that support physical, emotional, and financial wellbeing. From sports and physical activities to emotional support through Adani Care, our initiatives are designed to promote a balanced lifestyle. Additionally, we provide comprehensive health and accident insurance, retirement benefits, and various other welfare schemes to ensure the overall security of our employees and their families.

Our permanent employees enjoy special benefits such as health and accident insurance, and retirement



benefits including Provident Fund and Gratuity. Furthermore, the Employee Wellness Initiative under Adani Care provides a group-level approach for employees to seek support for stress relief and other wellbeing concerns.

We have a mobile application specifically designed to cater to the wellbeing needs of our employees. The Adani Emcare

application is a one stop platform designed to track and monitor the health of employees. The application has a dashboard which gives an overview of the employees' basic health reports, showcases health trends, provides historical health data, enables cashless hospital integration, access to Mediclaim card and has many other features. This can be availed by employees and their families. For security measures, this application can only be accessed by Adani employees.

Furthermore, we offer support for our employees to help them manage their physical or mental issues through counselling sessions, access to healthcare professionals and various resources for managing their health conditions.



Well-Being Initiatives

- Adani Care for employees to dial in for stress management
- Flexible working hours
- Sports and other recreation activities for physical wellbeing
- Dedicated ambulance services available for employees across major locations.
- 7 days paid sick leave



Transition Assistance programme

- Post retirement outplacement assistance available for eligible employees
- This is facilitated through external agency for continued employability of employees.



Disability Coverage and Special Insurance Benefits

- Group Personal Accident Policy for employees
- Employee Group Mediciam Policy
- Employee Critical illness Policy
- Employee Additional Top-up cover
- Parents Critical Illness Policy- This covers employees' parents along with parents of their spouse.
- Parents Optional Mediciam Policy

Manan Programme

We are deeply committed to the health and wellbeing of our non-executives and contract workers. Through the 'Manan Programme', we aim to enhance their overall health and wellbeing. This initiative is a thoughtfully designed programme that integrates yoga and meditation practices into their daily routines. By emphasising both mental and physical well-being, we aim to improve overall job satisfaction and productivity. This initiative not only addresses the immediate health benefits but also promotes a sustainable

lifestyle change. Understanding our diverse and dispersed nature of the workforce we have made these sessions virtually accessible. This inclusive approach ensures that our workforce, regardless of their location can benefit from the programme. Additionally family members are encouraged to join, fostering a community of wellness beyond the workplace.

Parental Leave

Parental leave is a crucial aspect of our commitment to supporting employees in balancing their

professional and personal lives. At AESL, we offer 26 weeks of paid maternity leave and one working week of paid paternity leave recognising the importance of family time during the early stages of parenthood. Our policies are designed to provide a supportive environment that encourages employees to return to work post-leave, maintaining a healthy work-life balance. This reflects our broader commitment to employee wellbeing and work-life balance.

Parental Leave

FY 2023-24		
Parameter	Male	Female
Employees entitled to parental leave	569	409
Employees who took parental leave	13	6
Employees that returned to work in the reporting period after parental leaves ended	13	5
Employees that returned to work after parental leaves ended that were still employed 12 months after their return to work	13	4
Return to Work Rate	100%	83%
Retention Rate	100%	80%

Equal Pay

Gender pay equity is a core principle we follow at AESL. We are committed to offering equal remuneration for all employees, irrespective of gender, based on roles and responsibilities. Our compensation structures are benchmarked against industry standards to ensure fairness and competitiveness. Our employees and workers are paid above the minimum wages as per applicable laws. We aim to ensure that all employees, regardless of gender, receive fair remuneration for their contributions. This commitment

to gender pay equality is reflected in our transparent salary structures and regular reviews of compensation practices to address any discrepancies. We actively monitor and report on gender pay indicators, ensuring transparency and accountability in our practice. Our remuneration ratio for basic salary between men and women stands at 1.04:1 for Senior Management, 0.84:1 for Middle Management and 0.80:1 for Junior Management. Furthermore, our equal pay assessment is verified by a third party.

Employee Level	Average Men Salary (₹)	Average women Salary (₹)
Executive level (Base salary Only)	57,02,675	47,74,805
Executive level (Base salary Only+ Other Cash Incentives)	69,34,562	56,44,847
Management Level (Base Salary only)	18,34,329	13,47,244
Management Level Base Salary + Other Cash Incentives)	19,83,326	14,65,893
Non-Management level (Base Salary Only)	2,29,349	2,81,745

Percentage of employees in the following categories for Pay Quartile (%)	Male	Female
Upper	100	0
Upper-middle	99.2	0.8
Lower-middle	94.5	5.5
Bottom	100	0

Diversity and Equal Opportunity

Diversity and equal opportunity are integral to our corporate ethos. A diverse workforce enhances the problem-solving capabilities and drives innovation which is essential to our growth and adaptability in the dynamic domain. Our Diversity and Inclusion Policy guides our efforts to create equal opportunities for all, starting from the recruitment process. Our policies promote an inclusive workplace where diverse talents and viewpoints are not only welcomed but encouraged. We actively seek candidates from diverse backgrounds and ensure a fair and unbiased selection process. Our prospective candidates or employees are not discriminated based on factors like gender, age, race, caste, marital status or any other such parameter. As a testament to this, our office premises are designed to be accessible for differently abled employees and workers with specialised ramps, dedicated toilets and elevators with braille sign for the visually impaired.

Our commitment extends to providing equal opportunities for growth and development, ensuring that our employees are embraced for their unique perspectives, talents, and experiences. We ensure equal performance and recognition opportunities for all employees, complemented by mandatory annual diversity awareness training. By fostering a culture of inclusion, we strive to create a dynamic and innovative workforce that reflects the diverse communities we serve.

In the reporting period, we conducted a comprehensive DEI Survey of our employees and

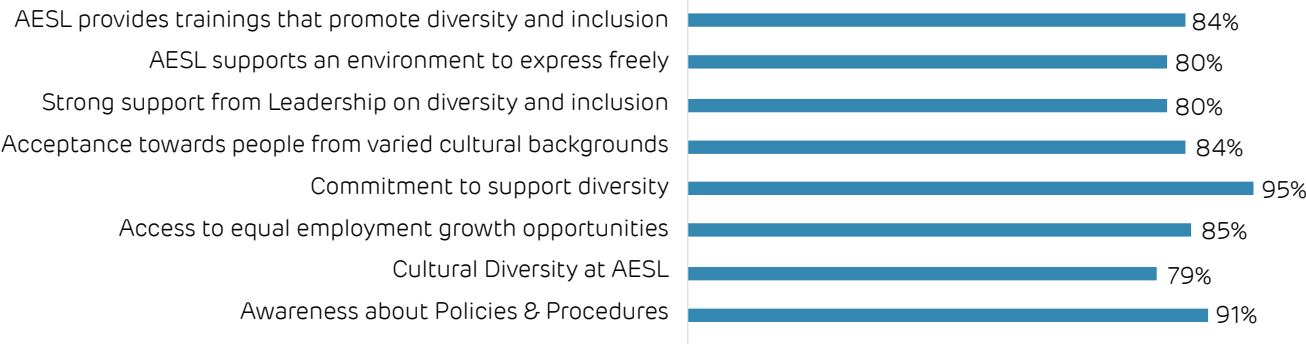
permanent workmen to gauge their perceptions and experiences regarding equity and inclusion within the organisation.

The results also showcased that most of the respondents felt a strong support from leadership on DEI and believed that the current policies and procedures are designed in a way that discourage discrimination and harassment. Many of the respondents reported that they felt included and respected within their functions and strongly believed that AESL provides an environment where employees can freely express their opinion, ideas and beliefs.

Snapshot of the parameters surveyed in our DEI Survey

Hobbies and Hometown	Training on DEI	Support from Leadership on DEI	Feeling of inclusion
Environment where employees feel free to express themselves	Awareness about company policies and procedures	Awareness about reporting mechanism in cases of discrimination and harassment	Access to equal employment and growth opportunities

Highlights of the DEI Survey



The insights from this survey will guide our future DEI strategies, ensuring that we continue to foster an environment where diverse talent can thrive.

Our Initiatives: Diversity, Equity and Inclusion

Initiatives undertaken to bring more gender equality & address gender disparity.



Empowering Women through Our Women Connect Initiative : Be Connected

We recognise the value of our female employees and are committed to creating a culture that celebrates their unique perspectives and contributions. Our flagship Women Connect initiative is designed to foster a sense of community, pride, and belonging among our female employees across the Group. Through a diverse range of activities and initiatives,

we aim to support their personal and professional growth, while promoting a more inclusive and equitable work environment. The Programme offers a comprehensive array of activities, including financial wellness workshops, POSH (Prevention of Sexual Harassment) training sessions, panel discussions featuring inspiring women leaders and changemakers and talent showcases, celebrating the achievements and skills and highlighting opportunities for growth and development.



Human Rights

Respect for human rights is a fundamental aspect of our operations at AESL. We are committed to upholding the highest standards of human rights across all our activities. Our Human Rights Policy, Anti-Slavery policy and Business Responsibility Policy are in alignment with the Social Accountability Standard SA8000, ensures that all employees are aware of their rights and the mechanisms in place to report any violations. Our entities have incorporated human rights processes and procedures that meet the standards set by the Social Accountability Standard SA8000, and we are committed to achieving certification in accordance with these guidelines.

We have a Board level oversight on several human rights issues including but not limited to training and development, pay parity, health and safety, wages, grievance mechanisms including whistleblower process, all forms of labour, responsible sourcing, employee and worker management and retention.

We are committed towards the protection of Human rights across our operations. Adhering to the same, we have obtained Social Accountability 8000 certification for our retail division for our locations i.e Adani Dahanu Thermal Power Station and Adani Electricity Mumbai Limited. We are additionally in the process to obtain this certification for our grid division.

We conduct periodic social accountability Risk assessments to identify and mitigate potential human rights risks, ensuring a safe and respectful workplace for our workforce. Moreover, the identified human rights related risks form part of our risk framework. We address these risks on priority. We also conduct Human Rights assessment across our own operations and value chain encompassing the following human rights related aspects- forced labour, child labour, freedom of association, collective bargaining, discrimination and remuneration. Further, the process extends its scope to our employees, contract workers, and local communities. This coverage also covers our business at

AEML. We adhere to internationally accepted standards, including the principles of the United Nations Global Compact and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. Moreover, we take all appropriate measures to prevent child labour, forced and compulsory labour, discrimination, and harassment including sexual and non-sexual harassment. We are in the process of developing an internal human rights due diligence framework, which is anticipated to be completed by FY 2025.

We have a systematic approach while onboarding contract workers. We legally acknowledge the trade unions representing non-employee direct operations and refrain from engaging directly with individual workers which can undermine the collective bargaining process. Furthermore, we reach a mutually agreeable contract respecting the worker's rights to collective bargaining. 100% of our contractual constituting 55.5% of our total workforce are part of recognised trade unions. Our employees are not part of collective bargaining agreements, and as a result, their working conditions and terms of employment are not governed or dictated by any such agreements.

As part of our comprehensive induction Programme, new hires receive training on our Human

Rights Policy and the process for reporting any human rights-related incidents or concerns. Further, we provide refresher training on Human rights annually. We also provide behavioral training to our workforce, focusing on core values such as respect for human rights, and prevention of sexual harassment in the workplace. Furthermore, 100% of our security personnel are trained on Human Rights and policies, processes and grievance mechanisms. Through these initiatives, we aim to raise awareness about the grievance redressal mechanisms and encourage employees to report any instances of human rights violation. Owing to our efforts, there were zero cases of human rights violations including discrimination, in the reporting year. Consequent to no human rights violations, there are no mitigation plans in place or remediation actions taken.

Our notice period varies based on the role and seniority of the employee, ranging from 30 to 90 days. In exceptional cases, where an employee faces critical situation, the offers support by waiving off or reducing the notice period. This flexibility ensures that our employees received the necessary assistance from management during pressing personal circumstances.

The Adani Grievance Management System is an online platform

available to all permanent employees and workers, which allows them to report grievances anonymously and have their concerns addressed within a defined timeline of 14 days. The Grievance Redressal Committee ensures to protect and safeguard the confidentiality of the aggrieved. We maintain a zero-tolerance policy towards human rights violations and ensure that all grievances are treated with utmost criticality. Our Vigil Mechanism and POSH Policy protect the identity of the complainant until the investigation is completed, and disciplinary actions are taken based on the severity of the incident. In the reporting year, we received one complaint under POSH, and it was resolved within the reporting year.

Our operations have been assessed for potential human rights violations, including child labour, forced labour, wages, sexual harassment, and discrimination. We are pleased to report that no violations or risks were identified during these assessments.

Empowering minds through Learning & Development

At AESL, we prioritise upskilling our employees through comprehensive training programmes that address both behavioural and technical competencies. As we navigate our journey to achieve Net-zero target by 2050, it is important to equip our workforce with the necessary skillsets. This transition brings several risks including job displacement due to automation, emerging skills gap in digital technologies and potential social and economic disruptions in regions reliant on traditional energy sources. To mitigate these impacts, we emphasise the need for comprehensive reskilling and upskilling Programmes to facilitate the transition of our workforce into new energy sectors. By fostering a culture of continuous learning and development, we ensure our workforce is prepared for the future while contributing to our sustainability goals.

Our approach to employee learning and development begins with need assessment mapping, where we identify individual training

needs and roll out targeted learning programmes to ensure our employees have the skills required to excel in their roles.

The training programmes cover a range of areas, including behavioural, functional, and technical competencies conducted by internal and external trainers. Additionally, we provide funding support for external learning courses and sabbaticals, with a guarantee of employment upon return. This not only enhances our employees' skills but also demonstrates our commitment to their growth and development.

AE Varsity and E-Vidyalaya Percipio, the online learning platforms offer convenient access to knowledge at any time and from any location to employees. These digital resources empower our workforce to stay up to date with the latest industry trends and best practices, further solidifying our position as a leader in employee development. We also conducted Digital Transformation training for our employees which aimed

at enhancing their understanding of the digital business landscape and equip them with the updated critical digital advancements. 8,527 hours were dedicated to trainings on new technologies. The total training hours stood at 3,00,855 for the reporting year which comprises of Indians and foreign nationals. The average training expenditure per FTE stands at ₹7,380. The average training hours per FTE stands at 60.66 hours, an increase from 40.67 hours from previous year. Furthermore, we invested ₹3.38 crore in capacity building for corporate learning.

Digitisation and automation are transforming organisations by streamlining processes and increasing efficiency, while upskilling and reskilling ensures employees staying relevant and capable of leveraging new technologies to drive innovation. In the reporting year, 122 employees have been reskilled and redeployed as a result of automation of internal processes.



Our Approach to Employee Learning and Development

Career Maps

Encourages employees to set personalised goals for self improvement and advancement

Cadre Building

Offers structured orientation Programmes to help cadres advance through well-defined growth paths

Internal Job Postings

Fosters a culture of mobility, providing internal opportunities for talented employees to pivot into new roles and locations, ensuring career growth and development within the organisation

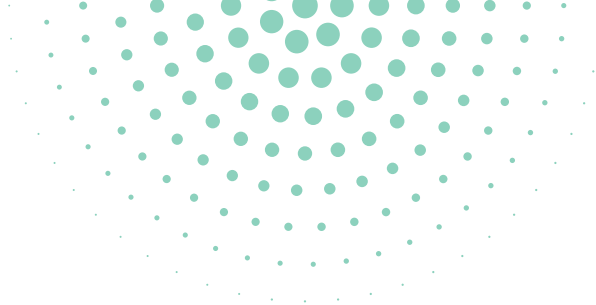
Job Rotation Policy

Provides employees with the opportunity to enhance their skills and knowledge through job rotation after a fixed tenure in a particular role, location, or assignment

CEO interaction with GET Batch of 2020, 2021 and 2022

At AEML, we are committed to fostering a culture of openness and direct communication between our leadership and Graduate Engineer Trainees (GETs). Recognising the importance of keeping our GETs informed and engaged, we established a bi-annual face to face interaction with the CEO. During these sessions, the CEO provides business related updates, shares insights associated with the company's strategic aspects and addresses any concerns raised by the GETs. This platform also allows the GETs to offer their suggestions, ensuring that their voices are heard and valued within the organisation. This initiative has cultivated a higher level of engagement and retention among the GETs. Furthermore, the overall attrition rate among the batches is 6.62%, reflecting the effectiveness of this initiative.





Average Training Hours for Employees

Category	Male	Female
Senior Management	49.11	23.89
Middle Management	32.16	45.23
Junior Management	42.22	37.16
Executive Level Employees	68.85	99.59
Average for all employees	106	65

*Average hours for Permanent employees: 69 hours and Contract workers: 8 hours

*The training hours provided are for Indian and foreign nationals.

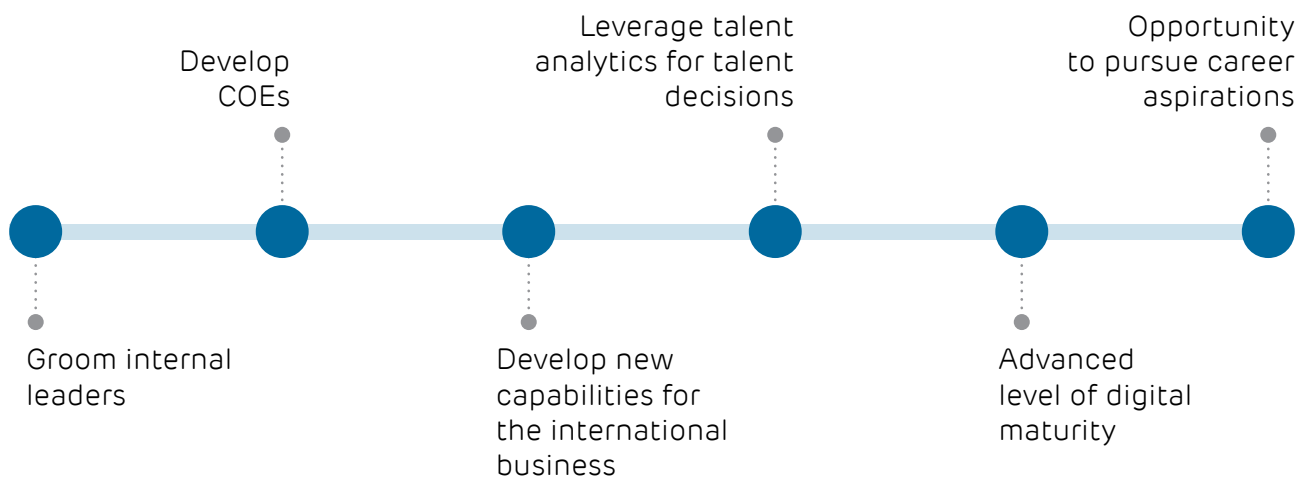
Launch of Gamification Module for Adani Behavioural Competency Framework along with Vision, Value & Culture.

AESL launched a training module for all executive employees at AEML. The primary goal was to enhance the awareness of the ABCF Competency Framework. This targeted both new joiners and acted as a refresher course for existing employees. The module was designed to engage employees in a dynamic and interactive learning experience. It was tailored specifically for the five PLs and was rolled out according to the grade levels of the executives. It was launched in an online format through AE-Varsity, making it accessible and convenient for all participants. The initiatives successfully increased awareness among the executive workforce. Approximately 70% executives completed the gamification module with an average passing percentage of 77%. This high completion rate and average score reflect the effectiveness of the gamified approach in reinforcing organisational competencies and values.

Talent Development Roadmap

We are committed to developing a workforce that is equipped to meet the evolving needs of our organisation. Our talent development roadmap

is designed to identify, build, and leverage the capabilities of our employees to drive business success and achieve our future goals. The following are the objectives of the roadmap:



Building Digital dexterity: Embracing Digital Transformation

As part of our commitment to staying ahead of the curve, we have introduced the Digital Dexterity programme, a comprehensive digital transformation curriculum aimed at empowering all employees to thrive in the rapidly changing business landscape. The programme focuses on six key areas: customer-centric innovation, operational excellence, data-driven decision-making, ecosystem engagement, cybersecurity and data privacy, and talent development.

To further foster a culture of technology adoption, we have launched the "Incremental Project @ Every Employee" initiative in FY 2023-24. This programme allows employees to choose from a range of incremental projects that align with their interests and skills, providing them with the opportunity to learn, innovate, and contribute to the organisation's growth.

Human Capital Return of Investment

In the reporting period, we referred to several frameworks and guidelines and re-evaluated our data for the corresponding parameter. Due to this

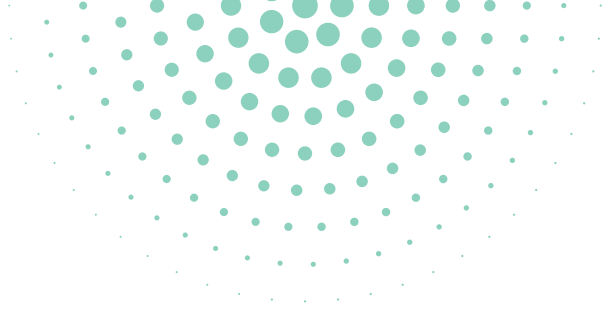
re-evaluation, our numbers have been revised as demonstrated in the table below.

Human Capital Return on Investment (in ₹ Crore)

Particulars (₹)	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
(a) Total revenue*	10,458.93	11,861.47	13,840.46	17,218.31
(b) Total operating expenses**	5,975.98	7,051.35	8,775.10	10,436.15
(c) Total employee-related expenses (salaries+ benefits)	930.76	885.07	986.65	951.70
Human Capital Return of Investment (a-b-c)/c	5.82	6.43	6.13	8.13

* Total Revenue comprises of revenue from operations & other income but excludes income / expenses on account of movement in regulatory deferral account balance

** Operating Expenses include the following expenses: Cost of Fuel, Cost of Power, Purchase of Stock-in-Trade, Employee Benefit Expense, Other Expenses



Employee Development Programmes

	Programme 1	Programme 2
Name of Programme	Northstar	A-Marvels
Description	This structured programme prepares top talent for leadership roles in an evolving world, adapting to changing work environments and organisational needs. Spanning 11 months, it is a multi-module course conducted in partnership with the EMERITUS Institute of Management in Singapore.	A-Marvels, a leadership development initiative by AEML and IIT Bombay, aims to cultivate strategic, entrepreneurial, and transformative leaders through job shadowing, workshops, and business projects. The programme enhances leadership capabilities, staff engagement, and performance indicators, with participants gaining expertise in various areas. The tailored approach and alignment with AEML's objectives have received positive feedback.
Business Benefits	<ul style="list-style-type: none"> Leveraged advance analytics, including AI & ML tool to generate five conceptual use cases aimed at enhancing organisational value. Got a detailed analysis of EHV cables ampacity, affecting factors and probable solutions 	<ul style="list-style-type: none"> Four projects handed over to respective process owners for implementation and five live projects have completed the planning phase and will move to implementation phase from April 2024.
Quantitative impacts and business benefits	<ul style="list-style-type: none"> The programme has supported executives to prepare them to take up future leadership roles in the organisation. Pre & Post 360-degree Leadership survey has helped the organisation understand the ability of the participant to take up leadership roles. 	<ul style="list-style-type: none"> Resulted in cost savings of power in the range of ₹40 – ₹70 crore per annum 220 man days saved through automation of ARR 0% loss of AEML Market share and benefit of ₹14 Lakhs per annum Cost optimisation of OPEX, Employees, A&G by 50% Early detection of theft Reduction in technical losses resulting in savings of ₹15.5 crores Reduction by 50% in no supply complaints Reporting officers have confirmed competence enhancement & performance improvement along with application of learnings in Relationship Management, Personal Development, Working with Teams, Financial Domain, Decision Making, Team Motivation & Confidence Building in Stage II Feedback. The 360-degree feedback has also shown a considerable improvement. Live Business Projects have improved leadership competencies, employee engagement, performance metrics, and business outcomes.
% of FTEs participating in the programme	0.2%	0.6%

As part of our Continuing Education Programme, we have launched new programmes including:

- E-Masters programme in Power sector regulation, Economics and Management programme
- Project Management Programme (PMP)
- CFA (Chartered Financial Analyst- Level 1, Level 2, Level 3)
- NEBOSH
- Executive Programme in Business Analytics

Our E-Masters programme is a one year programme delivered in partnership with IIT Kanpur. It is delivered through an immersive online format that includes LIVE and self-paced sessions, Capstone projects, online exams, LIVE interactions with faculty. The curriculum comprises of 12 core modules focused on key areas such as Power sector. The programme is designed to be pursued alongside regular work responsibilities, offering flexibility for employees to study remotely at their own pace. By offering this programme we aim to equip our employees with the knowledge and skills necessary to navigate the complexities of the power sector, drive innovation and contribute to new business development opportunities within our organisation.



Performance Management

96% Employees

99% Workers

97.61% Total Workforce

received performance and career development review in FY 2023-24

Our performance management system is designed to foster growth and development while ensuring alignment with organisational goals. Our approach includes regular performance reviews, feedback sessions, and career development plans. By focusing on both individual and team performance, we aim to enhance productivity and achieve business objectives. It is transparent and merit-based, providing clear pathways for career advancement.

It also comprehensively captures all aspects of employee performance, providing a fair and

transparent foundation for personal development and team management. Through regular, collaborative conversations and continuous feedback throughout the year, we set clear, predefined goals for each employee. Our system also tracks and records year-end reviews, ratings, promotion recommendations, moderation, and multidimensional feedback reviews to ensure a comprehensive evaluation of employee performance. This data-driven approach enables us to make informed decisions about employee growth and development, while fostering a culture of open communication and continuous improvement.

Employee Engagement

Employee engagement is at the heart of our human resource strategy. We believe that engaged employees are more productive, innovative, and committed to the organisation's success. Our engagement initiatives include regular interactions with senior management, open communication channels, and various programmes aimed at recognising and rewarding employee contributions. By fostering a collaborative and inclusive work environment, we aim to build a loyal and motivated workforce that drives our company's growth, has a higher retention rate, and increased employee satisfaction.

Our employee engagement model is based on the following nine pillars. Each of these cater to specific employee development and wellbeing aspects, thereby holistically promoting employee connection and association with the organisation.



Strengthen Work
Relations
(Manager & Team)



Welfare



Wellness



Communication



Employee
Experience



Capability
Development



Career
Growth



Alignment
with Overall
Purpose



Social
Status & Pride

Employee Engagement Initiatives

Employee Spot Recognition Scheme

Recognising and celebrating employee contributions that extends to beyond their regular duties.

Long Service Award

We express our appreciation to employees who have demonstrated commitment over an extended period of time, including milestones such as 10, 15, 20, 25, and 30 years of service.

Sarasawti Samman

We acknowledge and celebrate the outstanding achievements of the children of our employees, showcasing their exceptional talents and accomplishments.

Sports Initiatives and Festival Celebrations

We embody the spirit of togetherness and inclusivity by celebrating festivals with all our employees. Exciting contests are organised and gifts are given to all.

We hosted a series of programmes including a Chess Championship, Badminton Tournament, and Cricket Tournament, to foster team spirit, camaraderie, and employee wellbeing.

Employee Engagement Survey

As part of our commitment to creating a positive and productive work environment, we regularly conduct employee engagement surveys to gauge the level of satisfaction, motivation, and commitment of our employees. A comprehensive internal employee engagement survey, "Your Voice Matters", was conducted to gather insights on several aspects of employee wellbeing. The survey was conducted at the group level for all permanent employees and workers. It consisted of 50 questions gauging perspectives on parameters which included sense of purpose, career growth, stress, happiness and job satisfaction of our employees. The employee engagement score has increased from 4.09 to 4.2 with a participation of 46.7%. For the reporting period, our target score for employee satisfaction was 4.2.

The survey results were presented to the Chairman and Promoters of the organisation. The survey provided valuable insights into the strengths and areas for improvement, enabling us to take targeted actions to boost employee engagement and drive business success.

	FY 2021-22	FY 2022-23	FY 2023-24
Employee Engagement Score	4.00	4.09	4.2



Occupational Health and Safety

Our Occupational Health and Safety (OHS) management system stands as a testament to our unwavering commitment to the wellbeing of our employees and contractors



We ensured zero road accidents in the reporting period with our robust mobile app that monitors safe driving on campus

73.45

Safety performance indicator score card (SPIS) score in FY 2023-24

Our business involves occupational hazards from construction to operation. Inadequate health and safety practices may result in accidents (including environment related), injuries and fatalities, thereby negatively impacting our operations, supply chain, transmission and distribution services and local communities in which we operate.

Our system is meticulously aligned with international standards and is designed to cultivate a safe and healthy working environment. We understand that ineffective management of health and safety can

expose our workforce to significant risks. Therefore, we adopt a proactive approach to identify and mitigate potential hazards through regular safety audits, rigorous incident reporting, and persistent initiatives for improvement. These processes not only prevent health and safety incidents but also help in maintaining workforce productivity, morale, and the preservation of skilled man-hours required for O&M activities. Our safety governance structure ensures compliance with all applicable safety standards and actively engages our workforce in enhancing site safety practices, fostering a culture of vigilance and care.

Our Safety Policy

At AESL, we comprehend that health and safety holds utmost significance for all our employees, workers, and business associates. Our Occupational Health & Safety (OHS) Policy serves as the cornerstone for our commitment. While we strive for operational excellence across our business, we equally prioritise and uphold strong safety protocols, ensuring continuous commitment to both performance and safety.

Our OHS Policy outlines a framework designed not only to

comply with legal requirements but also to exceed them wherever possible. We believe that every incident or injury is preventable; hence we adopt a proactive approach towards hazard identification and risk management. Through continuous training programmes and fostering a culture of vigilance among our workforce, we aim for zero harm in all our activities.

We integrate safety considerations into every stage of our project lifecycle—from planning through execution—to ensure that safety remains at the forefront of all

decisions. We have adopted the Plan-Do-Check-Act (PDCA) cycle to foster continuous improvements in our OHS systems. Regular audits and reviews ensure that we stay aligned with our OHS objectives and consistently progress towards achieving them.

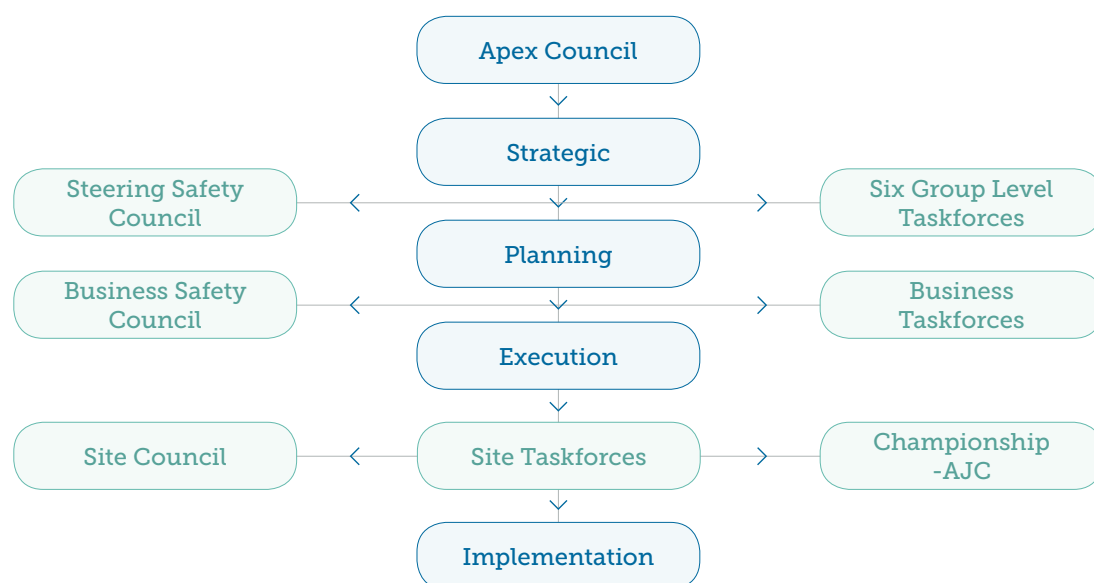
Our OHS Policy reflects our dedication not just towards achieving business goals but doing so with utmost respect for human life and well-being. It is this ethos that underpins every action we take as part of our journey towards sustainable development.

Safety Governance Structure

At AESL, safety governance is integral to our operations and safety culture. Our safety governance structure guides our actions and performance to uphold the highest values. Corporate Responsibility Committee at the Board level oversees the safety governance. The Board level committee is apprised by

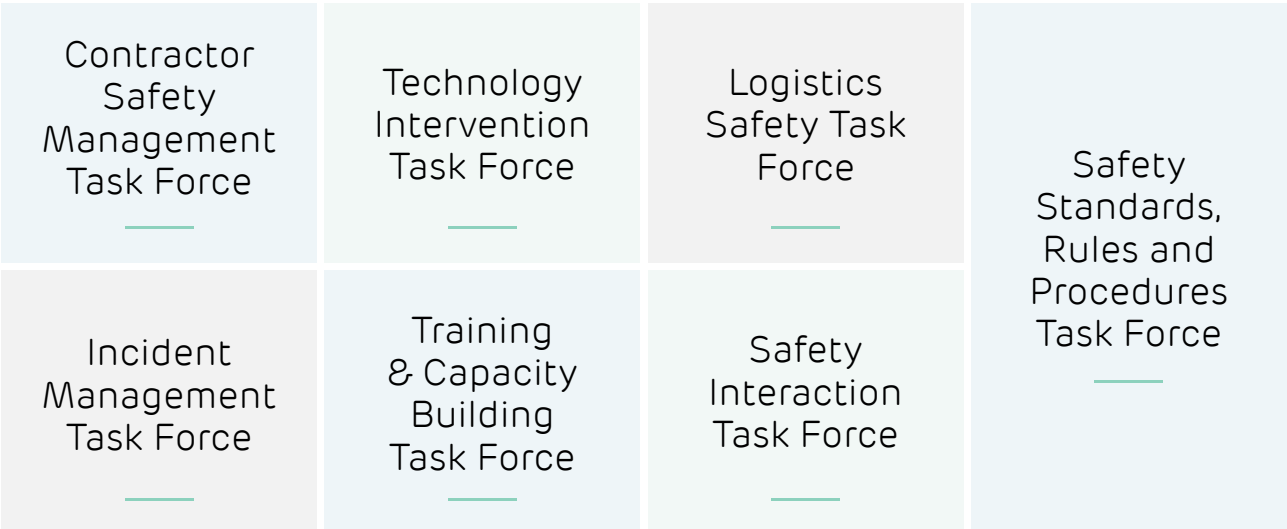
the Group level Business Safety Council on the safety performance and our progress against the defined OHS objectives. We have implemented a systematic approach towards comprehensively monitoring and tracking health and safety performance. We have also established Taskforces headed by line function heads, which

coordinate with the Business Safety Council. The Taskforces meet periodically to review and update safety performance against predefined KPIs. Further, safety coordinators are appointed at each site to ensure continuous safety monitoring.



Adani Stakeholders (Employees, Contractors, 3rd Parties, Business Partners & Communities)

Ensuring Safety through Task Forces



Occupational Health & Safety Management System

At AESL, we prioritise the integration of comprehensive safety-related Standard Operating Procedures (SOPs) within our operations to uphold a strong Occupational Health and Safety (OHS) Management System. All project locations, OBM sites, employees, and contractual workers are covered under the OHS Management System with ISO 45001:2018.

To ensure the effectiveness of our safety measures, we conduct regular internal, cross-functional, and external audits across all project locations and OBM sites. In our endeavour to uphold the highest standards of

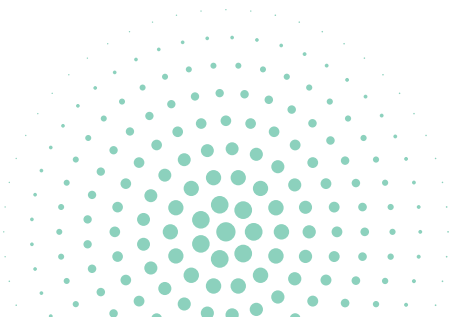
safety performance across our organisation, we have integrated safety related KPIs that hold a 15% weightage into our annual executive compensation.

We ensure that Internal safety teams perform periodic site safety audits according to a pre-determined schedule. Virtual cross-functional audits assess adherence to safety standards, including machine guarding, material handling, work at height, scaffolding, electrical safety, lockout/tagout (LOTO), and confined spaces.

Moreover, we conduct external safety audits through a qualified external agency in a phased

manner to identify areas of improvements and execute suitable action plans.

We have a Contractor Safety Management (CSM System), encompassing a 6 step process from defining contract safety requirements and selection criteria to contract closure and post-contract evaluation. This system includes rigorous contractor assessments adhering to CSM standards to ensure that only qualified and safety-conscious contractors are nominated. We ensure that our sub-contractors fulfill the safety requirements as laid down by our Contractor Safety Management system.



Safety Management

We have defined a proactive approach to managing health and safety-related risks, recognising the importance of effective risk management. This strategy enables us to formulate appropriate

mitigation plans to safeguard our personnel and business. Our approach to risk management is built on several key practices:

Regular Assessments

Routine Hazard Identification and Risk Assessments (HIRA) are conducted to proactively detect health and safety risks at our sites. Risks are prioritised based on their severity and scope, and corresponding mitigation action plans are established and quantified targets are set.

Job Safety Assessments (JSA)

We carry out regular job safety assessments to identify, assess and address hazards associated with specific tasks.

Vulnerabilities Risk Assessment

This involves identifying potential vulnerabilities and implementing necessary measures to mitigate them.

Daily Safety Checks

A checklist approach is employed daily to monitor and improve operational safety parameters.

Weekly Safety Audits

We also conduct weekly Safety Risk Field Audits (SRFA) across all our sites to assess the safety performance and identify potential areas of risks as well as areas of improvement.

Vulnerable Safety Risk (VSR)

We conduct a group-wide VSR to identify unsafe/ vulnerable work conditions which may lead to potential high severity incidents. In the reporting year, we identified 708 vulnerable risks across our O&M and Projects Sites.

Enhancing Safety Practices through Audits and Monitoring

Internal and External Safety Audits

Regular internal and external safety audits are conducted to ensure compliance with ISO 45001 standards and enhance safety practices.

Safety Performance Indicator Scorecard (SPIS)

scorecard tracks health and safety targets against objectives and industry benchmarks, helping us monitor and improve our safety performance.

Incident Reporting & Investigation

A group-wide safety standard for incident reporting and investigation is in place. Incidents are categorised based on severity, and an investigation team is promptly formed to analyse the root cause

and implement mitigation measures. Lessons learned from incidents are shared across the organisation to improve safety compliance.

AESL is committed to achieving a zero-mishap environment through

comprehensive HIRA processes and continuous improvement, ensuring the health and safety of our workforce and the sustainability of our operations.



We have created an open and transparent safety culture in our organisation. We encourage our employees and workers to promptly report any safety incidents, or hazards to address issues in a timely manner. We have a group wide safety standard for incident reporting and investigation. We have an internal portal called Gensuite, where all safety related incidents can be reported within eight hours of occurrence. Employees and workers are provided training on the mechanism to report such incidents on the portal. Our group wide safety standards categorises incidents into five groups based on the degree of severity/potential for injury/damage. Each category has a defined incident reporting and investigation procedure. An incident investigation team is formed immediately to conduct the investigation, scientifically analyse the root cause and prepare RCA report that forms the basis of devising appropriate Mitigation/Preventive actions. The incident learning tracker is maintained & shared with the site teams to update status of each learning pertaining to safety alerts released by the Group Safety Team. We always seek to implement our learnings. For example, Learnings of Lost Time Injuries (LTI) are shared and integrated into the processes to ensure enhanced compliance with our safety protocols.

Safety Connect mobile App

Our technological initiatives include the Safety Connect Mobile Application, which helps identify high-risk employees based on their driving patterns. This app allows for timely counseling to prevent road accidents. Additionally, we employ a Permit to Work (PTW) system and Lock Out Tag Out (LOTO) procedures for all critical Operation and Maintenance activities, ensuring strict compliance with safety standards.

Safety field risk Audits

The Safety Risk Field Audits (SRFA) are conducted periodically to assess contractor and subcontractor safety implementations at work sites, identifying any deviations from established safety protocols. Critical vulnerability factors (CVFs) are identified and monitored monthly, promoting a safer work environment. Vulnerable Safety Risks (VSRs) are analysed to identify unsafe conditions that could lead to severe incidents, with additional permits acquired daily for activities such as working at height, confined spaces, underwater tasks, and hot work.

Life Saving Rules

We strictly enforce Life Saving Safety Rules (LSSR) during job execution, utilising video analytics systems for close monitoring. External safety audits

are conducted as per statutory requirements to ensure ongoing compliance and improvement.

Bi-monthly Discussions

At our ADTPS thermal generation unit, the COO meets with every AMC worker bi-monthly to discuss hazards encountered, and cross-functional Safety Samwad sessions are conducted with AMC workers at 12 plant locations. Executives carry out scheduled safety interactions to identify unsafe acts and conditions within the premises.

Digital reporting of concerns

In our power distribution unit, AEML, concerns can be reported via a QR code system, automatically assigning the concern to the relevant personnel for immediate mitigation. Workers are empowered to stop work if they perceive unacceptable risk, with such actions encouraged and recognised. Forums like the Zonal Level Safety Committee Meet (ZLSC) and Joint Safety Committee Meet (JSCM) provide additional avenues for reporting and escalating concerns on a monthly basis. AEML adheres to the Safety Standard for Incident Reporting and Investigation, ensuring that incidents are thoroughly assessed to prevent future occurrences.

Occupational Health Services

We have implemented occupational health services that assist in identifying workplace related risks and hazards. Due to the nature of our operations and activities, we have classified the following activities as high risk with a potential to create safety hazards.

- Working at Height
- Electrical Safety
- Road Safety
- Material Handling

We provide comprehensive trainings to all the employees and workers on these high risk activities so as to avoid any potential health and safety hazards to them.

Safety culture through Employee and worker participation

At AESL, we are committed to fostering an inclusive environment where employees and workers actively contribute to safety processes. Our internal controls and processes are designed in a way that encourages employees and workers to voice

their concerns, bring new ideas, suggest areas of improvements. We conduct regular safety interactions with our employees and workers to through site level committees. Site level committees comprise of representatives from labour unions, site safety team, health team and management. This ensures a balanced and equal participation from all concerned parties. By promoting open and fair dialogue and collaboration, we ensure that safety practices are continuously improved and that employees feel empowered and responsible for maintaining a safe work environment. In the reporting year, 20 improvement ideas were submitted by employees.

Comprehensive Health & Safety Trainings for Empowered Employees and Workers

At AESL, ensuring the safety and wellbeing of our workforce is paramount. Our Training and Capability Base Building Taskforce conducts thorough need assessments to identify the necessary safety trainings. Based on these assessments, we develop comprehensive training calendars

covering a broad range of Health, Safety, and Environment (HSE) topics tailored to our workforce's needs.

To deliver these trainings, we employ both internal and external trainers, depending on the expertise required. One of our key initiatives, the 'Train the Trainer' programme, focuses on developing internal safety training expertise, enabling continuous knowledge transfer within the organisation.

A crucial aspect of our safety training Programme includes quarterly mock drills. These drills simulate various emergency scenarios, such as emergency evacuations, fire incidents, electric shocks, tower rescues (Work at Height), and heat strokes, ensuring our workforce is well-prepared to respond effectively in real-life emergencies.

We conduct several trainings and awareness workshops for our workforce, the topics of these trainings include: Permit to Work, JSA & HIRA, LOTO & Hotline Work, Suraksha Samvaad, Electrical Safety, Defensive Driving and many others.



In the fiscal year 2023-24, we achieved significant milestones in our safety training efforts:

60,289

employees and workers
were trained to identify and
report near misses, unsafe
conditions, and incidents.

1,82,278

cumulative safety
training hours
were completed for
employees and workers.

1,944

safety-related training
sessions were conducted
specifically for employees.

4,848

safety-related training
sessions were
conducted for workers.

Focus on High-Risk Activities and Training

Training for high-risk activities, such as working at height, electrical safety, road safety, and material handling, is provided to all employees and workers to prevent health and safety hazards.

Monthly Audits by Head Office

The Head Office safety team conducts monthly site safety audits covering all locations, including OBM and project sites.

Risk Mitigation

We have achieved 100% completion of risk mitigation for all identified Vulnerable Safety Risks (VSRs).

These accomplishments reflect our steadfast commitment to fostering a safe working environment and equipping our workforce with the necessary skills to manage and mitigate safety risks effectively.

Minimising Work-Related Incidents

We ensure the safety and wellbeing of its employees to the fullest. To fulfill this commitment, we are creating a safe working environment through innovative technologies, rigorous training programmes, and comprehensive risk management strategies. Our approach involves integrating digital tools and advanced safety measures to minimise work-related incidents and foster a culture of safety across all operations.

Digitising Safety

We have closely collaborated with our safety team to implement digital tools that monitor and enhance safety initiatives across all sites. As part of Safety Technology Task Force #06, we conducted extensive surveys to gather input on 20 different use cases aimed at improving workplace safety. Successful proof-of-concept trials were carried out for technologies such as smart wearables, mechanical wedge connectors, and voltage sensors. The Digital Driving Safety App is one of our notable implementations, showcasing significant enhancements in site safety.

Technological Interventions to Ensure Safety

Our safety strategy includes the deployment of various technological interventions designed to protect our workforce. These include

Safety Wearables and Gadgets

We have introduced smart hats, connected worker SOS devices, smart shoes with magnetic features, smart safety belts, and non-contact voltage testers to enhance personal safety.

Vehicular Safety

Advanced Rider Assistance Systems (ARAS), night vision

glasses (ZAAVIO NIGHTZER), and rider safety jackets are some of the technologies used to ensure vehicular safety.

Sensor Technology

Motion sensors, arc flash technology, and robotic control breaker switches are employed to detect and mitigate potential hazards.

Mobile Applications

Apps like Field Assistance Record and Field Force Safety Guidelines provide real-time safety guidance to workers.

Fire Safety

Innovations such as water gel blankets and optical fiber detection technology are used to enhance fire safety measures.

Collaboration and Training

To further bolster our safety capabilities, we have partnered with IIT Kharagpur's Centre of Excellence in Safety Engineering and Analytics (COESA) to offer a Certification Course in Logistics and Process Safety Engineering. This collaboration aims to enhance our team's expertise and knowledge in safety engineering, ensuring they are equipped with the latest skills and insights.

Asset Integrity

Maintaining asset integrity is crucial for operational safety and excellence. Adani Energy Solutions ensures high system availability and adheres to internationally recognised standards. Our cluster maintenance teams work diligently, following best practices and continuous ENOC operations, to uphold our commitment to operational excellence and safe operations.

Performance Monitoring and Target Management

To effectively manage and

monitor our safety performance, we use a range of tools and systems. Our Monthly Management Information System (MIS) reports on leading and lagging indicators, while the Safety Performance Indicator Scorecard (SPIS) helps manage health and safety targets. We compare year-to-date (YTD) indicators and engage in external benchmarking to assess our safety performance relative to industry standards.

Systematic Approach to Reduce Fatalities

A comprehensive Management Information System (MIS) enables us to track key safety metrics such as accident-free periods, lost time injury (LTI), severity, and LTI frequency rates. This systematic approach ensures that we continuously monitor and improve our safety performance.

Safety Strategic Action Plan (STRAP)

Based on a Safety Perception Survey among employees, we assessed various aspects of safety, including communication, awareness, leadership, and governance. The findings, along with inputs from Group Safety and senior leadership, informed the development of our Safety Strategic Action Plan (STRAP). This plan prioritises seven key areas:

- Leadership Commitment
- Capacity and Capability Building
- Monitoring to Ensure Strategic Safety Performance
- Technological and Digitisation Initiatives
- Safety Engagement and Community Safety Initiatives
- Project Safety Management
- Reduction of Incident Severity

Through these initiatives and our commitment to safety, we aim to minimise work-related incidents and create a secure and healthy working environment for all employees and workers.

Safety Performance

We have developed a safety goal to ensure zero harm. We monitor our Safety performance through Management Information System (MIS), prepared on monthly basis comprising of various leading and lagging indicators. The comparison of health and safety targets against previously set

objectives is ensured through Safety Performance Indicator Scorecard (SPIS). We had no cases of fatalities as a result of work related ill-health in the reporting year, and there are no work related hazards identified that posed a risk of ill-health to our workforce.

Total working hours for the reporting year

1,72,29,843

Hours for employees and

1,33,61,852

hours for workers

Parameter		FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Fatalities	Employees	0	0	0	0
	Contractors	0	0	03	0
Lost Time Injury Frequency Rate (LTIFR)	Employees	0.59	0.86	0.88	0.23
	Contractors	1.99	0.61	0.15	0.45
Total Recordable Work-related Injuries	Employees	0	74	107	46
	Contractors	14	42	17	40
High Consequence work related injury or ill-health (excluding fatalities)	Employees	0	0	0	0
	Contractors	0	0	0	0

* Rate of recordable work-related injuries for employees is 2.67.

We prioritise the health and wellbeing of our employees and workers through several initiatives. We conduct health check-ups on a regular basis across all operational locations. These health checkups help us monitor and enhance their overall health. To further support our workforce, we organise

site-wise health awareness workshops that tackle a wide array of health challenges. We are committed to maintaining the confidentiality of all health checkup results, ensuring that reports are shared exclusively with the individual employees and our HR team.

Keeping our employees and value chain partners informed of their safety.

In line with our commitment to ensuring a safe working environment, we undertook numerous safety initiatives and awareness campaigns throughout the year. These programmes are aimed at enhancing safety culture, mitigating risks, and fostering a

deep understanding of safety protocols among our employees and partners. Below are some of the key initiatives and awareness drives that highlight our dedication to Occupational health and safety.



Safety Initiatives in FY 2023-24

During FY 2023-24, we launched several initiatives to bolster safety practices across the organisation:

National Road Safety Week

Held from January 15 to 22, 2024, this campaign aimed to increase road safety awareness among the public through various activities and engagements

National Fire Service Week

From April 14 to 20, 2023, we celebrated National Fire Service Week with the theme "Awareness in Fire Safety for Growth of National Infrastructure (AGNI)." The week featured fire safety training sessions and competitions such as quizzes, essay writing, and poster-making to drive engagement.

Suraksha Samvaad

Senior leaders engaged directly with OBM workers to discuss the Adani Portfolio of Companies' Safety Standards and address any safety-related concerns.

'Sabhi ki Suraksha' WhatsApp Groups

The initiative aimed to enhance the safety of last-mile workers by disseminating fortnightly safety alerts in Hindi, Telugu, and Bengali to over 3,000 workers.

Toolbox Talks

Conducted by site engineers, these talks addressed the risks associated with ongoing maintenance activities, educating workers on safe practices.

Adani Energy Solutions MSQS

A bimonthly safety quiz series designed to raise awareness about the Safety Standards of the Adani Portfolio of Companies and establish performance benchmarks.

Positive Safety Culture

Throughout the year, 12 positive safety cases were shared to promote a culture of Zero Harm and cultivate a 'Positive #Safety Culture.'

Mr. Tower

Monthly group discussions with Senior Managers and employees focused on safety areas, excellence, and performance updates.

Safety Interactive Session with Employee Families

A virtual session involving 253 employees and their families promoted safety both at work and at home.

Safety Awareness Drives in FY 2023-24

In addition to the safety initiatives, we conducted several awareness drives to further embed safety practices within the organisation:

May Safe-Season 4

Launched in May 2023, this 8-day online training series covered various safety-related topics for employees and business associates.

Unchaai Campaign on Working at Heights

This 2-day campaign utilised the SC Model (Climb, Control, Competence, Capacity, and Check) to ensure safety during height-related tasks.

Audio Video Learning Pack

Awareness drives on Excavation Safety Standards and Hot Work Safety Standards were conducted at multiple sites, supplemented by leadership messages.

Saksham

A mandatory induction programme for contractor workmen, aimed at improving learning experiences and training effectiveness.

Work at Height and Rescue Training

A two day training session at various sites demonstrated the use of multiple fall-arrest equipment and procedures.

Urja-Campaign on Electrical Safety

This two day campaign followed the SE Model (Exposure, Enable, Educate, Equip, and Ensure) to enhance electrical safety awareness.

Safety Campaign

An HSE campaign calendar outlined activities at site premises and nearby villages, focusing on topics such as fire safety, summer safety, monsoon safety, and electrical safety.

Mandatory Training on Gensuite Reporting

Training sessions on Gensuite reporting were held to guide employees through the reporting process and improve the quality of observations.

Through these comprehensive safety initiatives and awareness drives, we continue to foster a robust safety culture, ensuring the wellbeing of all employees and partners.

Supply Chain Management

We are dedicated to forging lasting relationships with our value chain partners to ensure a robust and sustainable supply chain. For a company like ours, with an extensive supplier network, effective supply chain management ensures consistent delivery of resources, maintaining cost-efficiency and adhering to regulatory standards. Our Responsible Supply Chain Management policy governs our sustainable practices, emphasising the mitigation of risks and enhancement of procurement strategies. By adopting a collaborative approach, we aim to create a resilient supply chain that aligns with our ESG strategies.



Our Commitments:

Adopt a proactive approach to mitigate supply-demand risks for critical procurement packages and alleviate potential delays in project completion due to heightened demand

Undertake strategic development of existing vendors/ new vendors and get into pre-bid ties with vendors for advance capacity booking

Boost our green supply chain by seamlessly integrating our business associates for 100% of critical supplies by FY 2024-25

This involves integrating Environmental, Social, and Governance (ESG) criteria into procurement practices, starting from the screening of new vendors to annual performance evaluations. This systematic approach helps us manage supply chain risks effectively and build resilience, thereby supporting our long-term sustainability goals.

Supplier Code of Conduct

Our Supplier Code of Conduct establishes clear expectations for our suppliers to uphold the highest standards of integrity, compliance, and sustainability.

Suppliers must comply with all local, national, and international laws governing their operations, including labour laws, environmental regulations, health and safety standards, and anti-corruption laws.

Supplier ESG Programmes

Our supplier ESG programme is a cornerstone of our sustainable supply chain management. Our Chief Sustainability Officer (CSO) oversees the implementation of the supplier ESG programme, ensuring alignment with the company's broader ESG objectives. We map significant suppliers systematically

to manage risks and build resilience. Regular audits and engagements with suppliers help identify areas for improvement and ensure compliance with our ESG standards. We advise our current and newly added suppliers who have an assessment score of 60-75% to lay the groundwork, enhance their capabilities, and elevate their sustainability performance by enrolling in our capacity building initiative. This programme is designed based on our company's supply chain ESG maturity model, which follows the CDP methodology. Our aim is to empower them to become industry leaders and, in turn, encourage the lower tiers of the supply chain to adhere to ESG standards. We also conduct ESG training for our Contract Safety Team responsible to review the incoming vendor requests as part of our ESG Supplier programmes.

In the reporting year, we conducted capacity building programmes for 89 suppliers which constitute 87% of our supplier expenditure.

Supplier Screening and Onboarding Process



At AESL, supplier onboarding is a crucial process that ensures we partner with suppliers who share our commitment to quality, ESG and ethical conduct. Our approach begins with a thorough evaluation

of potential suppliers, assessing their capabilities, compliance with regulations, environmental, social, governance and safety criteria in alignment with our Supplier Code of Conduct. We have a dedicated in-house team responsible to evaluate all new vendor requests. This team is trained to carry out the Supplier ESG programmes.

The potential vendors are assessed through desk assessments and documentary evidence provided on the ARIBA portal based on the following ESG parameters: environmental, social (including Human Rights) and governance, adherence to safety requirements, quality, financial stability, manufacturing and testing facilities, expenditure on commodities, compliance with applicable statutory, regulatory and legal requirements, risks which are country, sector and commodity specific depending on material sourcing. Post assessment and quality assurance, if the vendor scores below 60% in the ESG criteria they are not considered for further evaluation. However, areas of improvement are suggested, and performance is reevaluated after a period of six months. Factory assessment is carried

out for those suppliers who are selected post our preliminary evaluation to vet their social and safety aspects. In case of a significant supplier signing a contract, a third-party valuation of financial strength of the supplier

is also conducted to ensure continuity of material supply in case of any adverse/unseen event. In case of satisfactory assessment, the vendor is onboarded. We share scorecard with them to seek their feedback. Some suppliers may need guidance to adhere to compliances, we offer them constructive feedback for improvements and provide support on implementation of corrective actions plans as required. Our entire process of supply chain management, from supplier onboarding to capacity building has been independently assured by TUV. As a part of the assurance process, TUV had interactions with CDP to verify our processes. We encourage our suppliers to adhere to ESG standards and disclosures such as ISO 14001, ISO 45001, CDP.

Supplier Assessment

We have employed a comprehensive supplier screening and risk assessment process to ensure that all new and existing suppliers align with our environmental, social, and governance (ESG) standards. This process includes

rigorous evaluation based on environmental and social criteria, and the identification of specific risks associated with countries, sectors, and commodities. Suppliers are annually assessed

on their adherence to Supplier Code of Conduct and 2nd party evaluations are conducted for existing and current suppliers. We regularly assess our supply chain risks considering the critical commodities, sector in which we

operate and countries from where we procure. These factors play a key role in de-risking our supply chain from potential negative impacts. In the reporting year, we have not identified significant social and environmental impacts

in our supply chain. Our ESG Supplier assessment model draws reference from the CDP supply chain engagement questionnaire, incorporating measures which we feel are important to our value chain.

Category	FY 2023-24
No. of suppliers assessed via desk assessments/on-site assessments	12#
% of significant suppliers assessed	100%
Number of suppliers assessed with substantial actual/potential negative impacts	0
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	0
Number of suppliers with substantial actual/potential negative impacts that were terminated	0
Total number of suppliers supported in corrective action plan implementation	1**
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	0
New Suppliers onboarded	10
Number of new suppliers (on whom PO/SO is raised)	4*
New suppliers who were assessed on environmental and social criteria through Contract Safety Management (CSM)	100%

*Out of 10 approved new suppliers # against the target of 12 suppliers ** against the target of 12 suppliers

This rigorous onboarding process not only helps us maintain high standards across our supply chain but also fosters long-term, mutually beneficial relationships with our suppliers, driving sustainability and efficiency in our operations.

Procurement Policy and Practices

Our procurement policy focuses on fostering sustainable supply chain operations through strategic vendor development and risk mitigation. We adopt a proactive approach to mitigate supply-demand risks for critical procurement packages and alleviate potential delays in project completion. Our strategy includes pre-bid ties with vendors for advance capacity booking and boosting our green supply chain

by integrating business associates for critical supplies by FY 2024-25. This policy supports our commitment to ESG integration, safety culture, and efficient capital allocation. By leveraging the latest AI technology and machine learning tools, we enhance efficiency and ensure quick turnaround times in our procurement processes. We have also implemented Productivity Linked Performance based contracts for our suppliers where we incentivise the contractors on their performance on specific KPIs related to Safety.

We have recently initiated a 10% variable pay linked to achieving ESG goals in sustainable sourcing, incentivising sustainable practices and responsible supply chain management. This performance-based reward system ensures alignment with our environmental and social objectives.

Categories of suppliers

Material suppliers for Projects and O&M	Contractor for civil construction works	Service Contractors for Projects and O&M	EPC Contractors for Transmission lines and substations.
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Significant Suppliers

Given the nature of our operations, we have an extensive supplier network. We categorise our suppliers into 'Significant suppliers' based on their

criticality to our business operations. We identify significant suppliers based on a predefined list of criteria which include: high volume suppliers, critical component suppliers, non-substitutable suppliers.

Category	FY 2023-24
Total number of Tier-1 suppliers	615
Total number of significant suppliers in Tier-1	45
% Of total spend on significant suppliers in Tier-1	96.83%
Total number of significant suppliers in non Tier-1	0
Total number of significant suppliers (Tier-1 and non-Tier-1)	45



The Future of our Supplier Strategy

The future of our supply chain strategy is poised to be transformative, driven by advancements in technology, a focus on sustainability, and an emphasis on resilience and agility. ESG disclosures have become integral to supply chain management, addressing both immediate and long-term strategic needs. These disclosures help us identify and mitigate risks by providing transparency into the environmental and social practices of our suppliers. Through the CDP Supply Chain Programme, we supported our suppliers to disclose their ESG performance. In the reporting year, 15 suppliers reported emission reduction through CDP supplier engagement. 8-12 of our suppliers have set and disclosed SBTi targets. For the upcoming years, we plan to move to Business Responsibility and Sustainability Reporting (BRSR) for our supply chain partners.

Future of Supplier Assessments

Supplier assessment is crucial for effective supply chain management as it ensures suppliers meet our standards and expectations, thus safeguarding the quality and reliability of the supply chain. In the upcoming year, we plan to commence third-party on-site assessments for our critical Tier 1 suppliers to ensure they meet our ESG expectations and align with our sustainability goals.

In order to select suppliers for on-site assessment we shall evaluate them on a number of parameters which include:

01

Level of Risk

Assess suppliers with high risk such as those providing critical components or operating in regions with regulatory challenges

02

Past Performance

Suppliers with inconsistent performance in key areas such as timely delivery, quality of goods, compliance with contract etc will be assessed first

03

Capability and capacity

Assess the ability of the supplier to meet current and future demands through the lens of production capacity, technological capabilities, and skilled workforce

04

Compliance

Suppliers who do not possess necessary certifications in alignment with industry standards will be scrutinised

05

Sustainable Practices

Implementation of ESG practices to be assessed

06

Financial Stability

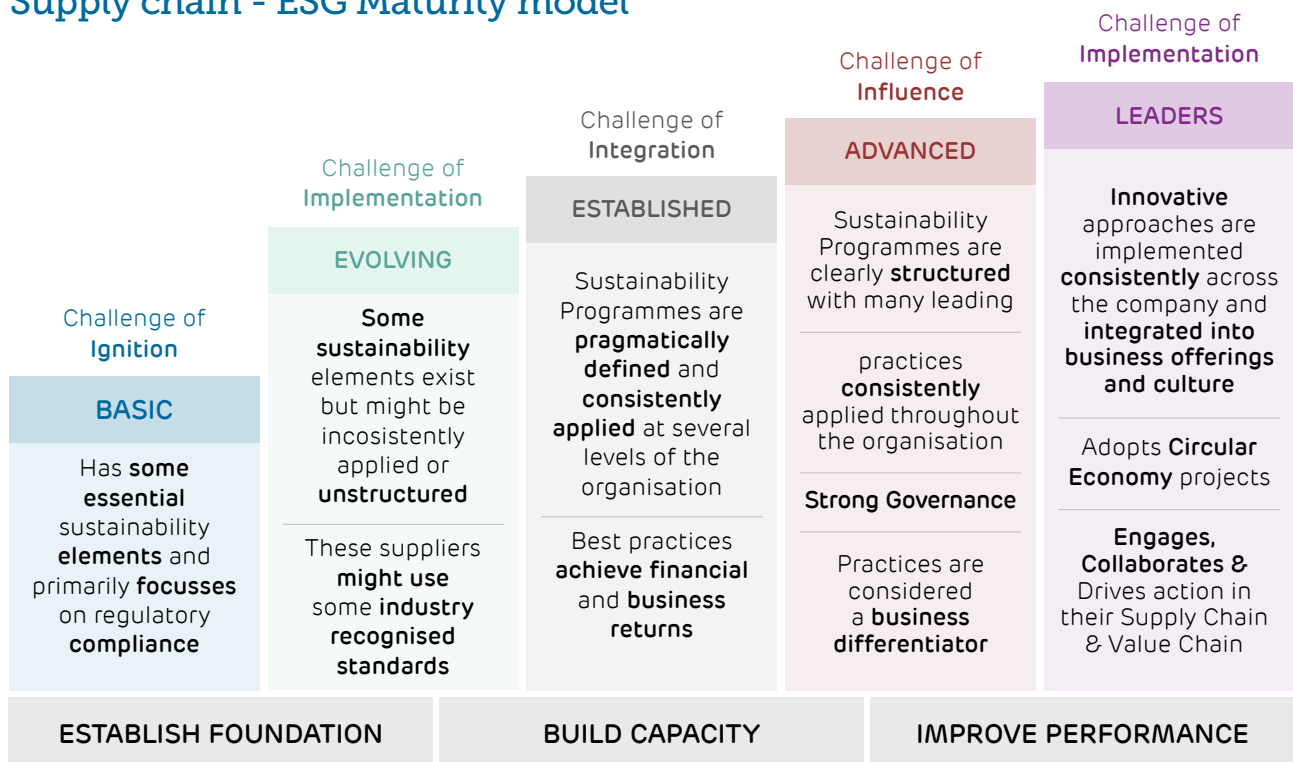
To ensure financial stability for uninterrupted supply chain activities

07

Geographical Location

Frequent assessments of suppliers located in regions prone to political instability, natural disasters, or logistical challenges

Supply chain - ESG Maturity model



We aim to continuously to build relationships with our suppliers and ensure a resilient supply chain. In order to maintain the integrity and reliability of the supply chain,

we intend to focus on key areas such as compliance, corrective action plan, regular assessments, conflict resolution management and incentives. This approach will

ensure a holistic management of our supply chain making us stronger than ever.

Nurturing Customer relationships

At AESL, our dedication to enhancing customer satisfaction stands at the core of our operations. We are committed to not only meeting but exceeding customer expectations across both B2B and B2C domains. Our approach to building and maintaining enduring customer relationships is centered around a deep understanding of customer needs, superior quality of service and products and fostering long-term loyalty. We believe that effective communication and prompt responsiveness are pivotal to achieving true customer delight.



Our commitment to excellence is reflected in our continuous efforts to provide reliable, safe, and affordable electricity. We take pride in offering an uninterrupted power supply that exceeds the national average, serving over 31.5 million customers with a remarkable Interruption Index of 0.20 compared to the national average of 200.15. Additionally, we ensure efficient service through 24/7 support, 100% online processing for new connections, and accurate billing based on actual meter readings. Our customer-centric approach includes proactive measures such as 94% of customers receiving timely bill alerts and the swift release of new connections, with 90% completed within one to three days in non-slum areas and 95% in slum areas.

We are also dedicated to integrating clean energy solutions into our services. In FY 2023-24, we increased our renewable energy mix from 30.04% to 34.35%, reflecting our commitment to providing environmentally friendly and cost-effective energy solutions. Our modest tariff increase of just 2.5% for the fiscal year underscores our efforts to keep energy affordable for our customers, a figure significantly lower than that of our competitors.

Customer Privacy and Data Management

At AESL, safeguarding customer data is a top priority, reflected in our rigorous approach to information security and data protection. We implement stringent access controls, robust

encryption protocols, and conduct regular security audits to protect customer information from unauthorised access and potential breaches. Our Information and Security Policy serves as the foundation of our data protection practices, guiding all efforts to ensure the confidentiality, integrity, and availability of data. This policy is integrated into our overall risk management framework, reinforcing our commitment to upholding the highest standards in data protection. We strictly adhere to all data protection regulations and ensure to obtain explicit consent for any data processing activities.

We are also dedicated to fostering transparency and awareness regarding data privacy among our customers. Through various initiatives, we educate customers

about the nature and purpose of the information collected, as well as the measures in place to safeguard their data. Through our comprehensive security measures, we ensure that no data can be collected, processed or used without consent. In the event of a data breach, we have established clear protocols for addressing the incident and enforcing disciplinary actions as necessary. Our customers are empowered with control over their personal data, including options for data deletion, correction, access, and transfer to other service providers, ensuring that they have a say in how their information is managed.

Furthermore, we also monitor the customer data used for secondary purposes. 0.004% of our customer data was shared for secondary purposes during the reporting year. These customers comprise of our Demand Side Management Programme.

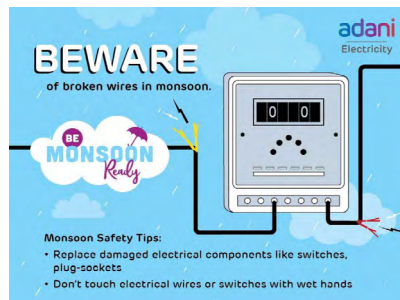
In the reporting year, there were no instances of leaks, thefts or loss of customer data involving personally identifiable information.

Cyber Security Awareness for customers

In addition to the data privacy measures, we actively work to raise cybersecurity awareness. We circulate educational materials such as flyers and awareness videos through email and visual media to inform customers about common cyber threats, including phishing, vishing, and smishing. Text messages are also sent via WhatsApp and SMS to keep customers informed about cybersecurity best practices.

Customer Safety

Our commitment to customer safety extends beyond data protection. We undertake proactive initiatives to support and educate consumers, particularly during critical periods such



as the monsoon season. Our energy efficiency programmes, communicated through various channels including emails, SMS, roadshows, and kiosks, promote the use of energy-efficient products and appliances. We also display our Enunciated Policy across our locations and ensure that it is clearly communicated to all stakeholders. Regular safety awareness sessions, including webinars, radio safety messages, school safety programmes, and slum awareness initiatives, are conducted to foster a culture of safety and preparedness among both internal and external stakeholders.

Customer Satisfaction Measurement

We understand that effective Customer Relationship Management (CRM) is crucial for delivering exceptional customer experiences and ensuring satisfaction. Our strategic approach focuses on enhancing CRM capabilities to better manage customer interactions and meet their evolving needs. A key component of this strategy is the migration from the legacy MS Dynamics CRM system to a more advanced and integrated platform. This initiative aims to establish a unified interface that streamlines call centre and customer service operations, providing a comprehensive 360-degree view of customer preferences and requirements.

This upgraded CRM system is designed to integrate seamlessly with various platforms, including

AVAYA, Outlook, Social Media, Chatbot, GIS & OMS, and Power BI. Such integration promises to enhance operational efficiency and deliver data-driven insights that support informed decision-making. The project offers a range of features to support this goal, including case and interaction management, lead and opportunity management, an GIS-based mobility solution for the sales team, an appointment planner, competitor and prospect consumer mapping, and comprehensive reporting and dashboard functionalities.

In addition to technological advancements, we are committed to maintaining high standards in customer service through continuous engagement with our customers. We regularly conduct feedback surveys to gauge customer satisfaction and identify areas for improvement. This ongoing dialogue allows us to not only meet but exceed customer expectations, fostering long-lasting relationships.

In the reporting year, we have moved to NPS to measure our customer satisfaction. We conducted a Customer Satisfaction Survey for our residential, industrial and commercial customers. This survey assessed KPIs which included price tariff, brand perception, metering, and other parameters. Based on the responses received we categorised the customers into 3 categories: Laggard, Passive and Promoter. Based on the NPS score, we will set a target for next year and design an action plan to further enhance our score. In the upcoming years, we plan to extend our survey to DSM and EV customers. For the current year, our target score for customer satisfaction was 80%. We have set a target of achieving 90% customer satisfaction score by 2030.

EV Charging Infrastructure

At Adani Energy Solutions, we recognised the growing shift towards electric vehicles (EVs) and the challenges that come with installing EV charging infrastructure, especially in densely populated areas like Mumbai. Traditional methods of installing individual charging stations in residential societies presented significant challenges—space constraints, the need for separate consent letters, and concerns over aesthetics and safety.

To address these challenges, we introduced ShareCharge—a revolutionary concept designed to simplify the installation of EV chargers in the common or visitor parking areas of housing societies. ShareCharge offers a hassle-free, one-stop solution that covers everything from site surveys to installation and billing.

Key Features of ShareCharge:

- **Elimination of Individual Stations:** ShareCharge removes the need for individual charging stations, thus reducing space requirements and eliminating aesthetic and safety concerns.
- **Safety and Efficiency:** Our solution ensures safe charging by protecting against voltage surges, short circuits, and current leakage. It also includes real-time metering and the ability to start and stop charging remotely through a mobile app.

- **Green Energy:** ShareCharge is powered by renewable energy, contributing to a greener planet.

The implementation of ShareCharge has been met with enthusiasm from housing societies across Mumbai. By providing a universally compatible charging solution, we have simplified the process of transitioning to EVs for many residents. Our approach has also ensured that societies maintain their aesthetic appeal while offering modern, eco-friendly amenities.

Our ShareCharge initiative is more than just a service; it's a commitment to driving sustainable energy solutions in urban spaces. By tackling the core challenges associated with EV infrastructure in housing societies, we have positioned ourselves as a leader in the energy transition. Our approach not only supports the adoption of electric vehicles but also enhances the quality of life for residents by making their societies greener, safer, and more efficient.

For societies in Mumbai and beyond, ShareCharge represents a forward-thinking solution that aligns with global trends towards sustainability. Through this initiative, we at Adani Energy Solutions are proud to contribute to a greener, cleaner future for all.



Percentage of Satisfied Customers

Year	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Satisfied Customers	58.75%	71.95%	84.00%	79.00%

*against target of 90% by 2030

Grievance Mechanism

At AESL, we are dedicated to not only meeting but exceeding customer expectations through a robust grievance mechanism designed to address concerns effectively and foster lasting relationships. Our approach to grievance management is multi-faceted, ensuring that customers have multiple, accessible avenues for expressing their concerns and seeking resolutions.

Provisions for Customers to lodge grievances

Our grievance mechanism is built around a structured and user-friendly system that allows customers to register complaints and track their progress through various touchpoints. Customers can reach out to us through several digital and social media platforms, including the Adani Electricity Mobile App, the Elektra Digital Assistant available on our website, Facebook Messenger, WhatsApp, and Genius Pay Self-Help Kiosks. Additionally, virtual customer care centres offer video call interactions, and we maintain active communication channels on Twitter, Facebook, LinkedIn, Instagram, and YouTube.

Multi-tier Grievance Handling through Internal Complaint Redressal System (ICRS), Consumer Grievance Redressal Forum (CGRF) and Electricity ombudsman

Complaints submitted through all the channels are managed by our comprehensive Internal Complaint Redressal System (ICRS), which ensures that every complaint is acknowledged, tracked, and addressed systematically.

The ICRS framework provides a web-enabled grievance redressal mechanism where customers can log their complaints and obtain a unique tracking number. This number allows customers to monitor the status of their complaints as they move through the grievance resolution process. The initial steps involve registering the complaint, acknowledging receipt, and forwarding the details to the relevant distribution company for investigation. The distribution company then works

to resolve the issue within a specified timeframe and communicates the resolution to the customer.

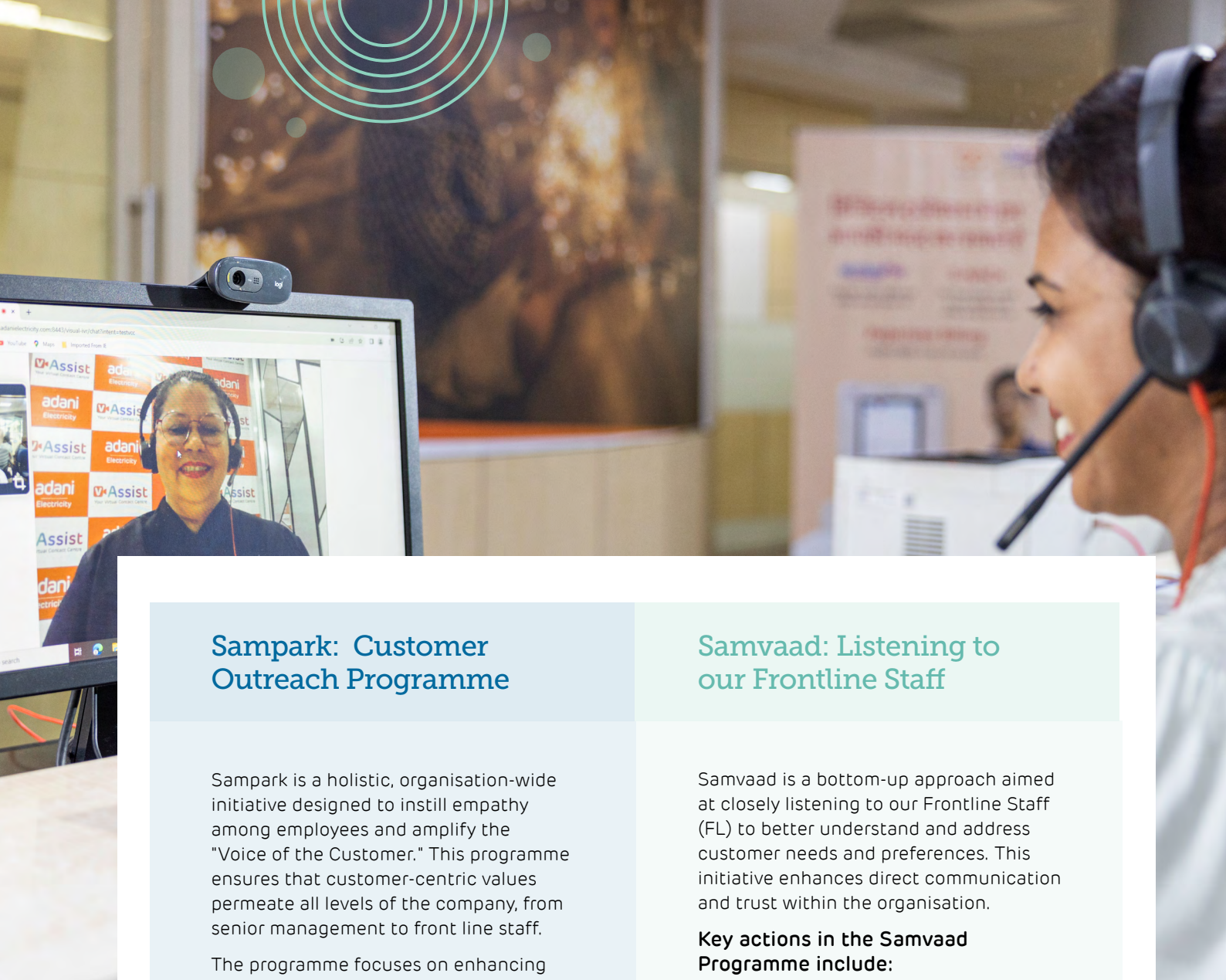
If a customer is not satisfied with the resolution provided by the distribution company, they have the option to escalate the complaint to the Consumer Grievance Redressal Forum (CGRF) or the Electricity Ombudsman. The CGRF reviews the complaint and conducts hearings if necessary, while the Electricity Ombudsman provides a final decision on unresolved issues. Each step in the grievance redressal process is designed to ensure that customers have access to fair and efficient mechanisms for addressing their concerns.

Initiatives Undertaken During the Reporting Year

During the reporting year, we embarked on numerous initiatives to enhance customer experience. We have introduced multilingual feedback messages, QR code-enabled feedback collection, and AI-driven sentiment analysis to capture the true essence of customer interactions. These innovations, coupled with our robust data analytics and digital transformation efforts, have significantly elevated our service standards and operational efficiency.

Customer Centric initiatives

Our commitment to customer satisfaction is demonstrated through strategic initiatives designed to foster meaningful interactions and long-lasting relationships. Recognising that our success is intrinsically linked to the satisfaction of our customers, we have implemented comprehensive programmes aimed at enhancing customer engagement across all levels of our organisation. By listening to our customers and empowering our employees, we strive to create a customer-centric culture that not only meets but exceeds expectations. Our flagship initiatives, Sampark and Samvaad, illustrate our proactive approach in understanding and addressing customer needs, ensuring that we remain responsive and adaptive in a dynamic market environment.



Sampark: Customer Outreach Programme

Sampark is a holistic, organisation-wide initiative designed to instill empathy among employees and amplify the "Voice of the Customer." This programme ensures that customer-centric values permeate all levels of the company, from senior management to front line staff.

The programme focuses on enhancing customer-centric capabilities across various employee categories:

- Senior Management: Develop skills through effective Business-to-Business (B2B) interactions.
- Middle Management: Engage in Business-to-Customer (B2C) interactions.
- Junior Management: Participate in Call Listening sessions to understand customer feedback directly.

The Sampark initiative resulted in over 600 employees engaging with 1,753 customers. This contributed to more than 600 MUs annually, fostering a positive atmosphere that forges long-lasting customer relationships and identified opportunities for partnerships and collaborations within the Group.

Samvaad: Listening to our Frontline Staff

Samvaad is a bottom-up approach aimed at closely listening to our Frontline Staff (FL) to better understand and address customer needs and preferences. This initiative enhances direct communication and trust within the organisation.

Key actions in the Samvaad Programme include:

- Establishing direct communication channels between the Customer Experience Division (CXO) and Frontline staff.
- Conducting in-person interactions to ensure an "Ear-to-the-ground" approach.
- Empowering Frontline staff to deliver an improved customer experience.
- Enhancing alignment and building trust within the team.

Enabling Digital Customer experience

We are committed to leveraging digital technologies to enhance our customer management processes and deliver superior value. Our digital initiatives are designed to provide seamless, efficient, and responsive customer experiences, ensuring that our services are accessible and convenient for our customers. By integrating advanced digital tools and platforms, we are transforming how we interact with and support our customers.

- **AI-Enabled Elektra Chatbot:** The AI-enabled Elektra Chatbot is available 24x7 across multiple channels, offering chat or video assistance. It utilises AI/ML to provide prompt and accurate responses with self-help workflows for quick solutions.
- **V-Assist: Industry-First Video Contact Centre:** Our V-Assist video contact centre allows customers to initiate or schedule video calls conveniently. It operates from 7:00 am to 11:00 pm, resolving queries via screen sharing and whiteboard.
- **Genius Pay: Self-Help Kiosk:** The Genius Pay self-help kiosks are available in multiple languages. They support document scanning, complaint registration, payment confirmation, and more, while also facilitating access to V-Assist.
- **AMI Smart Metering:** Our AMI Smart Metering tracks consumption similar to mobile data usage tracking, helping customers optimise their usage and facilitating prepaid/postpaid conversion.

- **Digital Transformation:** Digital transformation initiatives enhance efficiency through data analytics and real-time asset monitoring to prevent outages.
- **ADMS Adoption:** The adoption of ADMS reduces outages, speeds up service restoration, and provides transparent, real-time updates on service disruptions. It also supports cleaner energy integration.
- **Data Lake Deployment by AEML:** AEML's data lake deployment centralises extensive data management, providing insights for grid efficiency, customer service, and operational optimisation, enabling data-driven decision-making and innovation.
- **Ariba Procurement Software:** The Ariba procurement software automates purchasing processes, manages supplier relationships, enhances efficiency, reduces costs, and ensures policy compliance through data-driven insights.

Demand Side Management and Energy Efficiency Programmes

We recognise the crucial role that demand-side management plays in enhancing the efficiency and sustainability of our energy systems. By proactively managing and optimising energy consumption patterns, we can better align demand with supply, reduce costs, and support our sustainability goals. This will also lead to increased customer satisfaction and loyalty and enhance our market reach.





We have a dedicated DSM cell which oversees the implementation of the DSM programme. Our demand side management programmes comprise an initiative of distribution of energy efficient five-star ceiling fans and five-star refrigerators to customers in collaboration with market brands. For our ceiling fan programme, we have collaborated with brands such as Bajaj, Orient and Superfan to provide fans which consume 60% less energy. During the reporting year, we distributed 341 five-star ceiling fans and 21 five-star refrigerators at subsidised cost to our residential consumers. In the upcoming year, we are extending this at a larger scale with a distribution target of 600 ceiling fans and 600 refrigerators.

We also have a programme in which we support the installation of Solar PV panels on the roof of industrial and commercial customers, helping them reduce electricity cost.

We conduct workshops and seminars on energy management, energy audits and energy efficiency programmes for our customers in residential areas, schools, colleges, hospitals etc. to create awareness about the importance of energy conservation and its positive impact on the environment. These energy management initiatives including energy audits are also extended to our industrial and commercial

customers. Additionally, we promote our programmes through our website, mobile application, and SMSs. We also have digital screens in our customer care centers to promote our DSM programmes.

Further, our green tariffs are designed to offer seamless transition to renewable energy for our customers. This aids in transitioning to net zero goals at a premium of ₹0.66/unit.

We have forayed into the smart metering market and have installed five lakh smart meters in FY2023-24. Our smart meters business is aligned with the government's mandate to install 25 crore smart meters by FY 2025-26. We have won 2.28 crore smart meter installations bids, which contributes to 20% Indian market share. ₹119 crore was invested in smart grid upgradation.

We have initiated the installation of EV charging stations across malls, societies and industries. In the reporting year, our EV charging infrastructure consumed 0.88 million units from the grid, with 224 active number of EV charging stations. Furthermore, we are also working on smart metering installation for Assam Power Distribution Company Limited, which will enable timely recording of the data and enhance for demand side management.

Corporate Social Responsibility

Adani Energy Solutions Limited, as a flagship company within the Adani Group, remains committed to social service and environmental stewardship. Our CSR initiatives are designed to integrate ethical, social, and environmental considerations into our business operations. This commitment extends to enhancing the quality of life within the communities we serve, reflecting the symbiotic relationship we foster with these communities. We firmly believe that maintaining the highest standards of corporate behaviour toward our employees, consumers, and the societies in which we operate is crucial for long-term success. In a sector where public perception and community support are crucial, effective community relationship management helps us to manage stakeholder expectations, mitigate risks and contribute to the overall success of our operations. Our CSR activities underscore our dedication to making a meaningful difference and adding value to the lives of our stakeholders.



The Adani foundation since its establishment in 1996, has served as the Adani Group's dedicated community engagement arm. The Foundation is committed to making strategic social investments that yield sustainable outcomes across India. It focuses on empowering and enriching the lives of children,

women, youth, and marginalised communities through initiatives in education, health and nutrition, sustainable livelihood, community development, and climate action.

At AESL, we recognise that empowered societies are the foundation of prosperous nations. Our partnership with the Adani

Foundation aims to create value and secure a bright future for the communities we serve. Aligned with The Adani Group's "Growth with Goodness" philosophy, we are committed to fostering equitable and sustainable development, especially within marginalised communities.

All our operations have implemented local community engagement and development programmes. Our CSR initiatives are carried out based on the results of needs assessment. Additionally, we conduct

baseline assessment before the commencement of the programme to evaluate the current conditions. All our CSR programmes have undergone internal impact assessments and have been verified by an external third party.

Further, none of our operations has significant negative impacts on our neighbouring communities. During the reporting year, there were no charitable contributions other than Schedule VII, made by our organisation.

Our mission is to act as a facilitator for the benefit of people without distinction of caste or community, sector, religion, class, or creed, in the fields of education, community health, and the promotion of social and economic welfare and upliftment.

Our vision is to accomplish a passionate commitment to social obligations towards communities, fostering sustainable and integrated development thus improving quality of life.

By aligning our CSR strategies with national priorities and the global Sustainable Development Goals (SDGs), the Adani Foundation operates in 6,769 villages across 19 states, positively impacting 9.1 million lives.

Our Focus areas

Our focus areas reflect our alignment with national priorities and our core philosophy of "Growth with Goodness". Our focus areas are strategically aligned with the UN Sustainable Development Goals



CSR Governance Mechanism

Our CSR activities are governed by a comprehensive, Board-led CSR Policy that forms the foundation for identifying and implementing CSR projects. The Corporate Social Responsibility Committee, comprising Board members, oversees the effective execution of these activities in alignment with the CSR framework and policy.

Our governance structure ensures that our CSR initiatives are well-coordinated and transparent, promoting accountability at every level. This rigorous oversight facilitates the efficient allocation of resources and ensures compliance with statutory requirements.

CSR Policy

Our Corporate Social Responsibility (CSR) policy is a testament to our commitment of integrating ethical, social, and environmental considerations into our business operations. This policy outlines our dedication to corporate behaviour that upholds the highest standards for our employees, consumers, and the societies in which we operate, ensuring that our initiatives make a meaningful and lasting impact. Through our comprehensive CSR efforts, we aim to contribute positively to society and drive sustainable growth for all stakeholders involved.

CSR Vision: Our vision is to improve the quality of life for all our communities through integrated and sustainable development.

CSR and Group Values:

Courage: Embracing innovative ideas for the betterment of people.

Trust: Building belief among all stakeholders.

Commitment: Adhering to high standards and delivering on our promises in all CSR activities.

CSR and Group Culture (PRIDE)

We embody a culture of PRIDE in our CSR activities:

Passion: Performing with enthusiasm and energy.

Result: Achieving goals consistently and resourcefully.

Integration: Creating synergy by working across functions and businesses with integrity.

Dedication: Committing fully to the pursuit of our aims.

Entrepreneurship: Seizing opportunities with initiative and ownership and evolving replicable models.

Composition and working mechanism of our CSR Committee

In compliance with Section 135 of the Companies Act, 2013, AESL has established a Corporate Social Responsibility Committee. This committee is tasked with:

- Formulating and recommending a Corporate Social Responsibility Policy to the Board, specifying the activities to be undertaken by the Company as per Schedule VII of the Companies Act, 2013.
- Recommending the expenditure to be incurred on CSR activities.
- Monitoring the implementation of the CSR Policy framework.
- Undertaking any other functions as mandated by the

Board or required by statutory notifications and amendments.

• Monitoring Mechanism:

A review and monitoring committee, comprising the Business Site Head, Head of Operations, Volunteer Employees, and representatives from the Adani Foundation, meet quarterly to oversee CSR projects. This committee reports to the Board through the CSR Committee, ensuring transparency and accountability. Regular internal audits, capacity building at all execution levels, and reviews are conducted to maintain the integrity of CSR activities.

- **Fund Allocation:** Allocation of funds for CSR activities, aiming to exceed the statutory minimum of 2% of the Company's average net profits of the preceding three years. The CSR Committee prepares an annual CSR plan, detailing identified projects, expenditure, and implementation schedules. The Board, upon the CSR Committee's recommendation, approve this plan. Surplus arising from CSR projects are not be included in the business profits of the Company.

Community Engagement Process

Our community engagement process involves adoption of a pro-people, bottom-up approach that encourages community participation at every stage of our CSR projects. This process includes continuous interaction with NGO partners, local communities, and public consultations to understand their needs and expectations. Our engagement strategies are designed to foster positive relationships and create sustainable development models that can be replicated across different regions.

We ensure the presence of clear communication channels for local

stakeholders to communicate with the company, along with building capacity for local stakeholders to ensure they can communicate with the company. Additionally, our CSR representatives and Field Project Officer meet with local stakeholders to identify emerging concerns and take regular surveys and reviews of perceptions from local stakeholders on engagement strategy.

Community Grievance Redressal mechanism

We have established robust feedback and grievance mechanisms to ensure that the

voices of the communities we serve are heard and addressed promptly. Stakeholder engagement programmes are applied at all local operations wherein we track grievances to ensure timely resolution. Each site has a Field officer who is in charge of recording grievances in the General Feedback register. Depending on the nature of grievance, it is transferred to the respective departments who are responsible to take further actions. Furthermore, the communities can also write directly to the Adani Foundation team.



CSR Initiatives

In FY 2023-24, AESL, in collaboration with the Adani Foundation, we undertook numerous CSR initiatives aimed at uplifting and empowering local communities. Our efforts were particularly focused on supporting children, women, and tribal communities, reflecting our commitment to fostering inclusive and sustainable development.



Our Initiatives for Education

With a strong emphasis on education, we in collaboration with the Adani Foundation, have initiated several projects aimed at empowering marginalised communities and creating promising futures. These educational programmes offer inclusive and affordable learning opportunities through

various free and financially supported schools, alongside projects designed to enhance the quality of education. Our support is extended to progressive learners in government schools with digital tools and classrooms, coaching for competitive exams, scholarships for deserving students, and evening classes to promote inclusive learning.

Project Utthan

10,240
beneficiaries

658 students' houses
covered through home visits,
resulting in **48%** students
attending school regularly

280 Mothers'
meet organised, resulting
in participation from
2,300 + mothers



A flagship initiative of the Adani Foundation, aims to improve learning outcomes for students in government primary schools. The project identifies and engages with progressive learners, known as Priya Vidyarthi, through immersive teaching methodologies. Utthan Sahayaks, key figures in this initiative, work in recognised schools to boost educational outcomes. They also visit communities to interact with parents and encouraging regular school attendance.

During the year, Project Utthan achieved significant milestones.

Over 10,000 students attended Foundational Literacy and Numeracy (FLN) classes, while 430 reading club sessions were conducted for 4,500 students. Additionally, 850 activity-based sessions focusing on language and math reached 4,700 students. The project also organised 280 mothers' meetings, involving more than 2,300 mothers, and conducted home visits to 658 students' houses, resulting in a 40% increase in regular school attendance.

The midline assessment of Project Utthan showed considerable

progress. In language, over 1,000 students demonstrated improved academic performance, with Level-1 students identifying letters and Level-2 students reading two- and three-letter words. Progressive learners advanced to reading small passages and comprehensions. In math, Level 1 and Level 2 learners identified face value and place value, mastered forward and backward series, and began performing simple mathematical operations involving 2- and 3-digit numbers, including addition and subtraction.

Building as Learning Aid (BaLA) Painting Project

The BaLA Painting Project, implemented by Adani Energy Solutions through the Adani Foundation, promotes innovative methods to make learning enjoyable for marginalised students in Brihanmumbai Municipal Corporation (BMC) schools in Mumbai. This initiative creates a conducive environment to learning and self-education, providing a welcoming atmosphere that motivates students. Teachers enhance their methods with BaLA as a tool for Teaching Learning Material (TLM), leading to meaningful student engagement even during break times. In BaLA painting approach, walls and school buildings are transformed into interactive learning spaces by creating visually appealing educational murals and artworks.



10,657 sq ft BaLa paintings completed in 10 BMC schools tribution

2000+ children enrolled

Aamchi Shala, Aadarsh Shala

₹37.86 Crore
Community
Contribution

595 Primary
and middle schools
participated

40 Meritorious students
awarded scholarships to
pursue education post class X.

Under the Aamchi Shala, Aadarsh Shala initiative, the Adani Foundation, in collaboration with the Gondia District Education Department, held varied competitions across government schools based on 41 parameters in 11 domains related to quality education and required amenities. This initiative aims to ameliorate the quality of education in government schools through community participation. During the year, 595 primary and middle schools participated, and over

290 students shifted from private to government schools. The initiative involved 19,218 students and teachers and garnered a community contribution of ₹37.86 crore, with an average contribution of ₹65,000 per school.

Our Initiatives for Sustainable Livelihood development

The Adani Foundation is dedicated to empowering lives and expanding socio-economic

opportunities through community-based approaches. By focusing on sustainable livelihood generation programmes, the Foundation aims to foster the socio-economic growth of society's most vulnerable strata. Initiatives include water conservation, organic farming, dairy development through strategic animal husbandry projects, and the increase in women's enterprises by providing them with knowledge, skills, and market linkages.

Meri Sangini Meri Margdarshika (MSMM)

15,648 total beneficiaries linked with government's social welfare scheme across Nagpur & Sirohi

32 villages covered under the MSMM programme

Facilitated access to benefits worth ₹162 Lakhs in Nagpur and ₹173 Lakhs in Sirohi



In regions such as Sirohi and Jalore in Rajasthan, and Nagpur in Maharashtra, the Meri Sangini Meri Margdarshika (MSMM) project empowers women leaders from within the communities. These women, known as Sanginis, act as catalysts for change, supporting their communities as Margdarshikas. The effectiveness of government social welfare schemes is greatly enhanced by MSMM, ensuring these schemes reach the grassroots level and contribute to the social and economic development of communities around Adani Energy's substations.

MSMM Sanginis are trained to conduct regular field visits, collect necessary documents such as PAN, Aadhaar, and domicile certificates, and facilitate linkages with government schemes. They hold focused group discussions and attend village events to spread awareness about these schemes. By working closely with government departments, the Sanginis facilitate the utilisation of relevant schemes, driving social welfare and development.

Empowering rural lives through MSMM programme

In the village of Bant, Hindu Ram's family was facing challenges since a year due to discontinuation of his pension because of Aadhar related discrepancies. With our support, and dedication of the MSMM Sangini Kamala Kumari, The Aadhar related discrepancies were resolved and Mr. Hindu Ram successfully received his pension amounting to ₹12,000.

Swabhiman (Mumbai)

3985 women were united to form 278 ESHGs

₹56 Lakhs saved collectively by beneficiaries and bank linkages

₹23 Lakhs through bank credit linkage for business expansion

434 women benefitted through trade based entrepreneurship trainings

4,595 beneficiaries

Project Swabhiman promotes self-reliance and entrepreneurship among women from economically weaker sections, including domestic workers, housewives, micro-unit workers, and health assistants. The initiative encourages women to form Entrepreneurship Self Help Groups (ESHGs), fostering a culture of savings and financial literacy. Swabhiman Centres have been

established to provide various consumer product skills training, and production units have been set up to support these women's entrepreneurial endeavors. A notable example is from Dahanu, where a women's enterprise group set up a garment production unit equipped with 25 high speed sewing machines, generating an income of ₹91,160 through the fulfillment of various orders.





Success of Anuradha Dairy Cooperative in Tiroda

The Anuradha Dairy Cooperative in Tiroda, Maharashtra, has made significant strides in empowering dairy farmers, especially women. Over 1,950 dairy farmers, including 135 women, operate 45 milk collection centres and chilling plants, collecting 17,000 liters of milk daily. This initiative has resulted in a turnover of ₹16.70 crore.

Saheli Mahila Samuh, Raipur: Promoting Self-reliance

The Saheli Mahila Samuh in Raipur has established garment production centres equipped with advanced machines. This initiative has engaged 94 women across four centres, producing 1.81 lakh pieces of garments and generating revenue of ₹8.63 lakh.

These sustainable livelihood initiatives highlight our commitment to driving socio-economic development and fostering self-reliance among marginalised communities through strategic, community-based approaches.

Integrated Tribal Development Programme

276 farmers trained on agricultural techniques and linked with government schemes

101 farmers trained on drip irrigation that will cover 38.90 hectares of land, saving 30-35% water consumption

38,900 saplings handed over to 275 farmers, covering an area of 114.9 hectares.

The Adani Foundation, through the Adani Dahanu Thermal Power Station (ADTPS), has been actively engaged in the Integrated Tribal Development Programme, particularly through the Wadi Project, launched in 2015. This initiative focuses on creating sustainable livelihood opportunities for tribal and backward communities in the Dahanu block of Palghar district, addressing the numerous challenges they face, including limited income sources, land degradation, high agricultural input costs, pest and disease problems, limited credit availability, and unfavourable market conditions. These issues have significantly impacted farming profitability, causing

79% of families to abandon agriculture and seek employment in industries like brick making and sand dredging.

The financial backing from the Adani Foundation and NABARD, along with the implementation by the BAIF Institute, facilitated the establishment of various skill, service, agriculture, and trading-based micro-enterprise activities, enabling landless families to generate sustainable livelihoods.

This project has shown promising results by allowing families to diversify their income sources beyond traditional farming.

Economic empowerment through Agriculture

One notable success story from the Wadi Programme is that of Amit Dhulsada, a 36-year-old resident of Dhulsadapada, Ambesary in Dahanu. Initially earning an average annual income of ₹50,000, which was insufficient to support his five-member family, Amit joined the Wadi Programme in 2017. Through the initiative, he planted 300 Mogra saplings, 40 Jamun saplings, and 30 Mango saplings, significantly improving his livelihood. After six years of dedicated effort and support from the Adani Foundation, Amit now generates a substantial income by selling jasmine, mangoes, and paddy. This supplementary income has allowed him to dig a new borewell and purchase a sewing machine for his wife, thereby enhancing the overall economic status of his family. Amit's annual income through the Wadi support now stands at ₹3 lakhs.



Livestock and dairy development

1,823 artificial inseminations were facilitated in Tiroda

921 animals born of improved progeny

2,299 animals vaccinated in 11 camps

In addition to the Wadi Programme, the Foundation has also been involved in livestock and dairy development to support small and marginal rural farmers. Recognising the crucial role of livestock in sustaining livelihoods and meeting the growing demand for milk and dairy products, the Foundation focuses on improving cattle breeds and feeding practices, along with providing adequate veterinary healthcare. Through the Integrated Livestock Development Centres, the Foundation facilitates artificial insemination at farmers' doorsteps using high-quality semen to produce genetically superior progeny with higher milk yields.

Our Initiatives for Community development

The Adani Foundation is dedicated to enhancing the overall well-

being of communities through a variety of initiatives. These include developing need-based public infrastructure, facilitating access to government schemes, ensuring clean and safe drinking water, promoting sports among youth, preserving and promoting art and heritage, and responding effectively to humanitarian and natural disasters.

Zari Mari Garden, Mira Road:

One of the significant projects undertaken by Adani Electricity Mumbai Limited (AEML), retail division of AESL in the community development focus area is the development of the Zari Mari Garden in Kashimira, Mira Road, Mumbai. Through this greenfield project we aim to transform the site into a vibrant community space featuring a garden and

lawn, extensive tree plantations, and various recreational facilities. The garden will include a yoga centre, an observation deck, an ornamental colosseum, a jogging track, and trellis sit-out areas, all designed to enhance the community's quality of life. Additionally, through this project we will incorporate storm water drainage systems to ensure the garden remains functional and enjoyable in all weather conditions.

Our Initiatives for Community Health

The Adani Foundation is deeply committed to enhancing community health by improving access to on-ground health services and resources, ensuring that these services are both affordable and accessible to underserved communities.

Mobile Health Care Units (MHCUs)

33,511
medical
consultations
provided

3,766 patients treated in
12 multi-specialty camps
by General Physicians and
Specialists

25 villages
covered through
MHCUs

One of the key initiatives is the deployment of Mobile Health Care Units (MHCUs) which provide primary healthcare services to remote areas. These units are instrumental in reaching out to communities that lack easy access to medical facilities. In Tiroda, the Foundation's MHCU has been offering preventive healthcare awareness and medical services across 25 villages. This service includes free medical consultations, distribution of medicines, and home visits for bedridden or elderly patients.



Community Infrastructure in Dahanu

In Dahanu, Maharashtra, the Foundation has significantly contributed to community health infrastructure. Historically, Dahanu faced a high infant mortality rate due to the lack of specialised neonatal healthcare facilities,

forcing women to travel long distances to cities like Vapi or Mumbai for critical neonatal care. Recognising this urgent need, the Adani Foundation, in collaboration with Adani Electricity Mumbai Limited (AEML) and the Palghar district administration, successfully established a

specialised neonatal unit at Yub District Hospital in Dahanu. This 30-bed capacity unit provides essential neonatal care, equipped with 22 newborn care beds, 2 ventilators, 2 bubble machines, 3 LED phototherapy machines, and 9 beds for lactating mothers. This facility now ensures that critical neonatal care is available locally, significantly reducing the infant mortality rate and improving healthcare outcomes for newborns and mothers in the region.

Additionally, the Foundation has been active in building and operating wellness centres and rural clinics, as well as facilitating the development of multi-specialty hospitals. These efforts are aimed at providing comprehensive healthcare services to rural and underserved populations, ensuring that they receive the necessary medical attention and care without having to travel long distances.

Employee Volunteering Programme

At AESL, we are dedicated to fostering a culture of giving and community involvement among our employees through various impactful initiatives. Our two notable programmes are 'A Marvel' and 'Joy of Giving'.

A Marvel	Joy of Giving
<p>In the recent reporting year, 30 Class 1 and 2 officials from Adani Electricity Mumbai Limited (AEML) participated in "A Marvel," a programme designed to connect employees with local educational institutions. These employees were actively engaged in seven schools, where they collaborated with seven Sahayaks to conduct foundational literacy and numeracy (FLN) sessions, organise activity-based learning, and manage reading club sessions. The initiative extended beyond the students to involve over 50 mothers in educational discussions and activities aimed at fostering a supportive learning environment for their children. Through these efforts, employees not only contributed their expertise but also created a meaningful impact on more than 300 students and their families.</p>	<p>The Adani Foundation also championed the "Joy of Giving" initiative, which focused on supporting street children in partnership with Jeevan Anand Trust. This event was held across two centres in Dahisar and Khar Road, where 50 children had the opportunity to participate in a series of creative art and craft activities. The children crafted various artifacts, engaging in joyful and productive activities that provided them with a constructive outlet and a sense of community.</p>

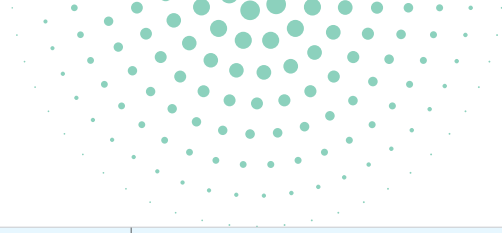


GRI Content Index

Statement of Use							
Adani Energy Solutions Limited has reported in accordance with the GRI Standards for the period 1 April 2023 to 31 March 2024							
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	301-3 Reclaimed products and their packaging materials	Resource Management	85				
Labor/management relations							
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human Rights	109				
Freedom of association and collective bargaining							
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights	109				
Child labor							
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights	109				
Forced or compulsory labor							
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights	109				
Security practices							
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Rights	109				

Alignment with United Nations Global Compact Principles

Principle No.	UNGC Principle	Section in the Report	Page Number
Human Rights			
1	Business should support and respect the protection of internationally proclaimed human rights	Our Social Footprint - Human Rights	109
2	Make sure that they are not complicit in human right abuses	Our Social Footprint - Human Rights	109
Labour			
3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	Our Social Footprint - Human Rights	109
4	Elimination of all forms of forced and compulsory labour	Our Social Footprint - Human Rights	109
5	Effective abolition of child labour	Our Social Footprint - Human Rights	109
6	Elimination of discrimination in respect of employment and occupation	Our Social Footprint - Human Rights	109
Environment			
7	Business should support a precautionary approach to environmental challenge	Ecological Safeguarding and Repair	70
8	Undertake initiatives to promote greater environmental responsibility	Ecological Safeguarding and Repair	70
9	Encourage the development and diffusion of environmentally friendly technologies	Ecological Safeguarding and Repair	70
Anti-Corruption			
10	Business should work against corruption in all its forms including extortion and bribery	Integrity, Accountability and Progress - Business Ethics and Values	54

Alignment with United Nations Sustainable Development Goals

Sustainable Development Goal (SDG)	Section in the Report	Page Number
SDG 4 Quality Education	Our Social Footprint	96
SDG 5 Gender equality	Our Social Footprint	96
SDG 6 Clean Water and Sanitation	Our Social Footprint	96
SDG 7 Affordable and Clean Energy	Ecological Safeguarding and Repair	68
SDG 8 Decent work and Economic Growth	Integrity, Accountability and Progress, Our Social Footprint	42
SDG 9 Industry Innovation and Infrastructure	Our Social Footprint	96
SDG 10 Reduced inequality	Our Social Footprint	96
SDG 11 Sustainable Cities and Communities	Our Social Footprint	96
SDG 12 Responsible Consumption and Production	Ecological Safeguarding and Repair	68
SDG 13: Climate Action	Integrity, Accountability and Progress, Ecological Safeguarding and Repair	42
SDG 15 Life on Land	Ecological Safeguarding and Repair	68
SDG 16 Peace, Justice and strong institutions	Integrity, Accountability and Progress	42
SDG 17 Partnership for the Goals	Integrity, Accountability and Progress	42



Alignment with World Economic Forum Metrics

Theme	Disclosure Requirement	Section in the Report	Page Number
Governance			
Governing Purpose	Setting purpose	Adani Portfolio of Companies	18
Quality of Governing Body	Board Composition	Board of Directors	44
Stakeholder Engagement	Material issues impacting stakeholders	Stakeholder Engagement and Materiality Assessment	26-41
Ethical Behaviour	Anti-corruption	Business Ethics and Values	54
	Protected ethics advice and reporting mechanisms	Business Ethics and Values	54
Risk and Opportunity Oversight	Integrating risk and opportunity into business process	Risk Management, Climate Risk Management	56-59, 71
Planet			
Climate Change	Greenhouse gas (GHG) emissions	Emissions Management	75
	TCFD implementation	Climate Risk Management	71
Nature Loss	Land use and ecological sensitivity	Biodiversity	91
Fresh water availability	Fresh water consumption and withdrawal in water stressed areas	Water Management	88-89
People			
Dignity and Equality	Pay equality	Equal Pay	105
	Diversity and inclusion	Diversity, Equity and Inclusion	106-107
	Wage level	Equal Pay	105
	Risk of incidents of child, forced or compulsory labour	Human Rights	109
Health and Well-being	Health and Safety	Occupational health and safety	119
Skills for the future	Training provided	Empowering Minds through Learning and Development	112
Prosperity			
Employment and Wealth Generation	Absolute number and rate of employment	Investing in People, Cultivating Success	103
	Economic contribution	Economic Performance	64
Community and Social Vitality	Community investment	Economic Performance	64
	Country by country tax reporting	Not Applicable	-

Alignment with Workforce Disclosure Initiative

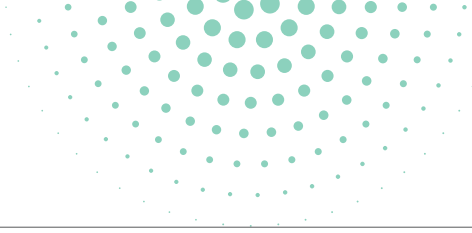
Section	Topic	Section in the Report	Page Number
Governance (Direct Operations and Value Chain)	Governance Structure and management	Human Rights, Board Committees, Risk Management, Supply Chain Management, Occupational Health & Safety,	108, 46, 130, 119
	Delegating Authority	Occupational Health and Safety, Board Committees	46, 119
	Human Rights Policy Commitment	Human Rights	46
Risk Assessment and Human Rights Due Diligence (Direct Operations and Value Chain)	Human Rights Due Diligence	Human Rights	46
	Risks and Opportunities	Risk Management, Climate Risk Management	56, 71
	Responding to human rights risks across the value chain	Human Rights	46
Workplace Composition	Structure and location of direct operations	Employee Management	98
	Contract Types	Employee Management	98
Diversity and Inclusion (Direct Operations)	Monitoring diversity and inclusion	Employee Management	98
	Parental Leave	Parental Leave	105
	Discrimination and Harassment	Diversity, Equity, Inclusion	107
Workforce wage levels and pay gaps	Pay gaps and pay ratios	Equal Pay	105
	Wage levels	Employee Management, Equal Pay, Supplier Code of Conduct	98-99, 130
Stability	Employee Turnover Rates	Investing in People, Cultivating Success	102
Health, Safety & wellbeing	Occupational Health & Safety	Occupational Health and Safety	119
	Worker wellbeing	Occupational Health and Safety, Safety Trainings, Safety Management	119, 125-126, 122
Worker voice and representation	Freedom of association and collective bargaining	Human Rights	46
Grievance mechanisms	Grievance mechanism	Code of Conduct	53-54
Value chain transparency	Value chain structure and location	Supply Chain Management, Supplier Code of Conduct	130-131

Alignment with Sustainability Accounting Standards Board (SASB)

Topics	Accounting Metric	Code	Section in the Report	Page Number
Greenhouse Gas Emissions & Energy Resource Planning	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	IF-EU-110a.1	Emissions Management	76-77
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	IF-EU-240a.4	Ecological Safeguarding and Repair	69-70
Air Quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	IF-EU-120a.1	Air Emissions	79
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	IF-EU-140a.1	Water Management	88-90
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	IF-EU-140a.2	Compliance	90
	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-EU-140a.3	Climate related risks and opportunities	89
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	IF-EU-320a.1	Safety Performance	128
Grid Resiliency	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	IF-EU-550a.1	Cyber security and data privacy	136
	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	IF-EU-550a.2	Energy Management	83

IFRS Content Index-S1

Reference Number	Disclosure Description	Location	Page Number
Governance			
S1 - 27	(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of sustainability-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	Integrated Annual Report: Risk Governance and Oversight, Committees of Board, Board Committees Sustainability Report: Risk Management, Climate Governance, Corporate Responsibility Committee, Board Committees	IAR : 69, 239, 273-289 SR: 56, 48, 71
	(i) How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	Integrated Annual Report: Process and Approach to Risk Management, Committees of the Board, Board Committees Sustainability Report: Risk Management, Climate Governance, Risk Management Committee Charter	IAR : 70 ,239, 273-289 SR: 56, 71
	(ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities;	Integrated Annual Report: Risk Governance and Oversight, Risk Management Framework, Board Committees Sustainability Report: Climate governance	IAR : 69,70, 273-289 SR: 71
	(iii) How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities;	Integrated Annual Report: Process and Approach to Risk Management Risk Monitoring and Review Sustainability Report: Risk Management, Climate risk Management	IAR : 70 SR: 56, 71
	(v) How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities, and monitors progress towards those targets (see paragraph 51), including whether and how related performance metrics are included in remuneration policies.	Integrated Annual Report: Risk Governance and Oversight, Risk Management Framework, Process and Approach to Risk Management	IAR : 69,70
	(b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee sustainability-related risks and opportunities, including information about:	Integrated Annual Report: Risk Governance and Oversight, Risk Management Framework, Process and Approach to Risk Management, Board Committees Sustainability Report: Risk Management, Corporate Responsibility Committee	IAR :69,70, 273-289 SR: 48, 56



	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Integrated Annual Report: Risk Governance and Oversight, Risk Management Framework, Process and Approach to Risk Management, Corporate Responsibility Committee Sustainability Report: Risk Management, Climate Risk Management	IAR :69,70 SR: 56, 71-74
	(ii) Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Integrated Annual Report: Risk Governance and Oversight, Risk Management Framework Sustainability Report: Risk Management	IAR : 69, 70 SR: 56
Strategy			
S1 - 29	(a) The sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities Sustainability Report: Stakeholder Engagement and Materiality Assessment	IAR : 68, 71-79 SR: 26-41
	(b) The current and anticipated effects of those sustainability-related risks and opportunities on the entity's business model and value chain	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 68, 71-79, 61-67 SR: 56, 71-74
	(c) The effects of those sustainability-related risks and opportunities on the entity's strategy and decision-making	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 68, 71-79, 61-67 SR: 56, 71-74
Sustainability-related risks and opportunities			
S1 - 30	(a) Describe sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 68, 71-79, 61-67 SR: 56, 71-74

	(b) Specify the time horizons—short, medium or long term—over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur; and	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 68, 71-79, 61-67 SR: 56, 71-74
	(c) Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	Sustainability Report: Climate Governance	SR: 71-74
Business model and value chain			
S1 - 32	(a) Description of the current and anticipated effects of sustainability related risks and opportunities on the entity's business model and value chain; and	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 68, 71-79, 61-67 SR: 56, 71-74
	(b) Description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 68, 71-79, 61-67 SR: 56, 71-74
Strategy and decision-making			
S1 - 33	(a) How the entity has responded to, and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making;	Integrated Annual Report: Risk Governance and Oversight, Committees of the Board Board Committees, Corporate Responsibility Committee, Outcome of the Materiality Assessment Sustainability Report: Risk Management, Climate Governance	IAR : 69, 273-289 SR: 56, 71-74
	(b) The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information; and	Sustainability Report: Ecological Safeguarding and Repair, Our Social Footprint Integrated Annual Report : Progress against our ESG Goals in FY 2023-24	IAR : 117 SR: 68, 96

(c) Trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community).	Integrated Annual Report: Approach Towards Biodiversity Management and Land Use	IAR : 150
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Financial position, financial performance and cash flows

S1 - 34	(a) The effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects); and	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment, Pillars of sustainable growth and value creation Sustainability Report: Risk Management	IAR : 68, 71-79, 61-67, 81-85 SR: 56
	(b) The anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	We have conducted the risk assessment and currently are in the process to define short, medium and long term effects of the sustainability related risks and opportunities.	

Risk management

S1 - 44	(a) The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about:	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management	IAR : 68, 71-79, 61-67 SR: 56
	(i) The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report: Risk Management	IAR : 68, 71-79, 61-67 SR: 56
	(ii) Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks;	Integrated Annual Report: Climate related risks and opportunities	IAR : 75-79

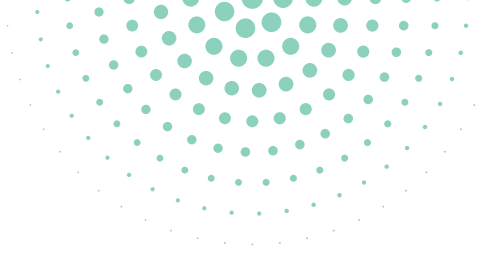
(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	Sustainability Report: Risk Management Approach	SR: 58
(v) How the entity monitors sustainability-related risks; and	Integrated Annual Report: Risk Governance and Oversight, Committees of the Board Sustainability Report: Risk Management, Climate Governance	IAR : 69, 239, SR: 56, 71
(b) The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities; and	Integrated Annual Report: Risk Governance and Oversight, Committees of the Board Sustainability Report: Risk Management, Climate Governance	IAR : 69, 239 SR: 56, 71
(c) The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Integrated Annual Report: Risk Governance and Oversight, Committees of the Board Sustainability Report: Risk Management, Climate Governance, Board Committees	IAR : 69, 239 SR: 56, 71, 46

Metrics and targets

S1 - 46	(a) Metrics required by an applicable IFRS Sustainability Disclosure Standard for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects	SASB Sector Standards	SR: 36-41
	(b) Metrics the entity uses to measure and monitor that sustainability-related risk or opportunity and its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set, and any targets it is required to meet by law or regulations	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24	IAR : 117
S1 - 51	(a) The metric used to set the target and to monitor progress towards reaching the target;	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24 Sustainability Report: Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42, 68, 96
	(b) The specific quantitative or qualitative target the entity has set or is required to meet;	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24 Sustainability Report: Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42, 68, 96

(c) The period over which the target applies;	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24 Sustainability Report: Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42, 68, 96
(d) The base period from which progress is measured;	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24 Sustainability Report: Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42, 68, 96
(e) Any milestones and interim targets;	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24 Sustainability Report: Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42, 68, 96
(f) Performance against each target and an analysis of trends or changes in the entity's performance;	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24 Sustainability Report: Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42, 68, 96





IFRS Content Index-S2

Reference Number	Disclosure Description	Location	Page Number
Governance			
S2 - 6	(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about:	Integrated Annual Report : Risk Governance and Oversight, Committees of the Board, Board Committees Sustainability Report : Risk Management, Climate Governance, Board Committees	IAR : 69, 239, 273-289 SR: 46, 56
	(i) How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s);	Integrated Annual Report : Risk Governance and Oversight, Committees of the Board Sustainability Report : Risk Management, Climate Governance	IAR : 69, 239 SR: 56, 71
	(ii) How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	Integrated Annual Report : Risk Governance and Oversight, Committees of the Board, Sustainability Report : Risk Management, Climate Governance	IAR : 69, 239, 273-289 SR: 56, 71
	(iii) How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	Integrated Annual Report : Risk Governance and Oversight, Committees of the Board Sustainability Report : Risk Management	IAR : 69, 239, 273-289 SR: 56, 71
	(iv) how the body(s) or individual(s) takes into account climate related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities; and	Integrated Annual Report : Biodiversity Conservation & Land Use Management	IAR : 149
	(v) How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets (see paragraphs 33–36), including whether and how related performance metrics are included in remuneration policies (see paragraph 29(g)).	Integrated Annual Report : Risk Governance and Oversight Sustainability Report : Risk Management, Climate Governance, Board Committees Risk Management Committee Charter	IAR : 69 SR: 56, 46, 71

	(b) Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71
	(i) Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance Risk Management Committee Charter	IAR : 68 - 79, 61-67 SR: 56, 71
	(ii) Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	Integrated Annual Report: Catering Opportunities & Mitigating Risks Sustainability Report : Risk Management	IAR : 68-79 SR: 56
Strategy			
S2 - 9	(a) The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71
	(b) The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain (see paragraph 13);	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71

	(c) The effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan (see paragraph 14);	Integrated Annual Report : Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71
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Climate-related risks and opportunities

S2 - 10	(a) Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	Sustainability Report : Climate Risk Management	SR: 56
	(b) Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk;	Integrated Annual Report : Climate Risk Management, Outcome of Materiality Assessment	IAR : 68-79
	(c) Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium or long term— the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	Sustainability Report : Climate Governance	SR: 71
	(d) Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making.	CDP response FY 23 : C2	CDP CC: 8-31

Business model and value chain

S2 - 13	(a) Description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain; and	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71
	(b) Description of where in the entity's business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	Integrated Annual Report: Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71

Strategy and decision-making

S2 - 14	(a) Information about how the entity has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about:	Integrated Annual Report: Climate related risks and opportunities Sustainability Report : Climate risk and opportunities	IAR : 75-79 SR: 72-74
	(i) Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments);	Sustainability Report : Our Business Model, Our Social Footprint	SR: 23, 96
	(ii) Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments, and changes in product specifications);	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71
	(iii) Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains);	Integrated Annual Report: Catering Opportunities & Mitigating Risks Our Risk Universe and Response, Climate related risks and opportunities, Outcome of Materiality Assessment Sustainability Report : Risk Management, Climate Governance	IAR : 68 - 79, 61-67 SR: 56, 71
	(iv) Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan, and dependencies on which the entity's transition plan relies; and	CDP Response FY 23 : C3.1	CDP CC:31-32
	(v) How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33–36.	Integrated Annual Report : Environmental Sustainability Report : Ecological Safeguarding and repair	IAR : 122- 155 SR: 68

(b) Information about how the entity is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 14(a).	Integrated Annual Report : Business Model Sustainability Report : Our Business Model	IAR : 122- 155 SR: 69
(c) Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	Integrated Annual Report : Progress against our ESG Goals in FY 2023-24	IAR : 117

Financial position, financial performance and cash flows

S2 - 15	An entity shall disclose information that enables users of general purpose financial reports to understand:		
	(a) The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects); and	CDP response FY 23 : C2.3, C2.4	CDP CC: 16-31
	(b) The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	CDP response FY 23 : C2.3, C2.4	CDP CC: 16-31
S2 - 16	(a) How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period;	Sustainability Report : Outcome of Materiality Assessment, Our Business Model	IAR : 48-49, 61-67
	(b) The climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements;	CDP response FY 23 : C3.4	CDP CC: 38
	(c) How the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration;	CDP response FY 23 : C3.4	CDP CC: 38
	(i) Its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas, and asset retirements), including plans the entity is not contractually committed to; and	Integrated Annual Report : Business Model	IAR : 48-49

(d) How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).

CDP response FY 23 : C2.3

CDP CC: 16-23

Climate resilience

S2 - 22

(i) The implications, if any, of the entity's assessment for its strategy and business model, including how the entity would need to respond to the effects identified in the climate-related scenario analysis;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management
CDP Response FY23: C3.2

IAR : 75-79
SR: 71-74

(ii) The significant areas of uncertainty considered in the entity's assessment of its climate resilience;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management

IAR : 75-79
SR: 71-74

(iii) The entity's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term, including;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management

IAR : 75-79
SR: 71-74

(b) How and when the climate-related scenario analysis was carried out, including:

(i) Information about the inputs the entity used, including;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management

IAR : 75-79
SR: 71-74

(1) Which climate-related scenarios the entity used for the analysis and the sources of those scenarios;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management

IAR : 75-79
SR: 71-74

(2) Whether the analysis included a diverse range of climate-related scenarios;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management

IAR : 75-79
SR: 71-74

(3) Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;

Integrated Annual Report :
Climate Related Risks and opportunities
Sustainability Report : Climate Risk Management

IAR : 75-79
SR: 71-74

(4) Whether the entity used, among its scenarios, a climate related scenario aligned with the latest international agreement on climate change;	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(5) Why the entity decided that its chosen climate related scenarios are relevant to assessing its resilience to climate related changes, developments or uncertainties;	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(6) The time horizons the entity used in the analysis; and	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(7) What scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis);	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(ii) The key assumptions the entity made in the analysis, including assumptions about:	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(1) Climate-related policies in the jurisdictions in which the entity operates;	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(2) Macroeconomic trends;	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(3) National- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources);	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(4) Energy usage and mix; and	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
(5) Developments in technology; and	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74

	(iii) The reporting period in which the climate-related scenario analysis was carried out (see paragraph B18).	Integrated Annual Report : Climate Related Risks and opportunities Sustainability Report : Climate Risk Management	IAR : 75-79 SR: 71-74
Risk management			
S2 - 25	(a) The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about:	Integrated Annual Report : Catering opportunities and Mitigating risks Sustainability Report: Risk Management Approach	IAR : 68-79 SR: 58
	(ii) Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;	Integrated Annual Report : Climate related risks and opportunities Sustainability Report : Climate risk management	IAR : SR: 71
	(iii) How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	Sustainability Report : Risk Management Approach	SR: 58
	(iv) Whether and how the entity prioritises climate-related risks relative to other types of risk;	We are in the process of implementing an approach to prioritise climate related risks relative to other type of risks.	
	(v) How the entity monitors climate-related risks; and	Integrated Annual Report : Risk Governance and Oversight, Committees of the Board Board Committees, Corporate Responsibility Committee Sustainability Report : Risk Management, Climate Governance	IAR : 69, 239, 273-285
	(b) The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and	Integrated Annual Report : Risk Governance and Oversight, Climate related risks and opportunities Sustainability Report : Climate risk management	IAR : 69, 75-79 SR: 72
	(c) The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	Integrated Annual Report : Risk Governance and Oversight, Climate related risks and opportunities Sustainability Report : Climate risk management	IAR : 69, 75-79 SR: 72

Metrics and targets			
Climate-related metrics			
S2 - 29	(a) greenhouse gases—the entity shall:		
	(i) disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent (see paragraphs B19–B22), classified as:		
	(1) Scope 1 greenhouse gas emissions;	Integrated Annual Report : Aspiring towards a Cleaner and Greener Future Sustainability Report : Emissions Management	IAR : 130 SR: 75-79
	(2) Scope 2 greenhouse gas emissions; and	Integrated Annual Report : Aspiring towards a Cleaner and Greener Future Sustainability Report : Emissions Management	IAR : 130 SR: 75-80
	(3) Scope 3 greenhouse gas emissions;	Integrated Annual Report : Aspiring towards a Cleaner and Greener Future Sustainability Report : Emissions Management	IAR : 130 SR: 75-81
	(ii) Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions (see paragraphs B23–B25);	Integrated Annual Report : Approach towards Emission Management	IAR : 128
	(iii) Disclose the approach it uses to measure its greenhouse gas emissions (see paragraphs B26–B29) including:	Integrated Annual Report : Approach towards Emission Management	IAR : 128
	(1) The measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions;	Integrated Annual Report : Approach towards Emission Management	IAR : 128
	(2) The reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	Integrated Annual Report : Approach towards Emission Management	IAR : 128
	(v) For Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(2), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions (see paragraphs B30–B31); and	CDP Response FY 23: C5.2	CDP CC: 63-69

(vi) For Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3), and with reference to paragraphs B32–B57, disclose:	Sustainability Report : Emissions Management	SR: 75-79
(1) The categories included within the entity's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011); and	Sustainability Report : Emissions Management	SR: 75-79
(2) Additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance (see paragraphs B58–B63);	Sustainability Report : Emissions Management	SR: 75-79
(b) Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks;	Integrated Annual Report : Climate Risks and Opportunities	IAR : 75-79
(c) Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks;	Integrated Annual Report : Climate Risks and Opportunities	IAR : 75-79
(d) Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities;	Integrated Annual Report : Climate Risks and Opportunities	IAR : 75-79
(e) Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities;	Integrated Annual Report : Business Model	IAR : 48
(f) Internal carbon prices—the entity shall disclose:		
(i) An explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis); and	Sustainability Report : Internal Price of Carbon CDP Response FY23: C11.3	SR: 74
(ii) The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions;	Sustainability Report : Internal Price of Carbon	SR: 74
(g) Remuneration—the entity shall disclose:		
(i) Description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)); and	Integrated Annual Report : Process and Approach to Risk Management Sustainability Report : Risk Management Approach	IAR : 69 SR: 58

(ii) The percentage of executive management remuneration recognised in the current period that is linked to climaterelated considerations.	Integrated Annual Report : Process and Approach to Risk Management Sustainability Report : Risk Management Approach	IAR : 69 SR: 58
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Climate-related targets

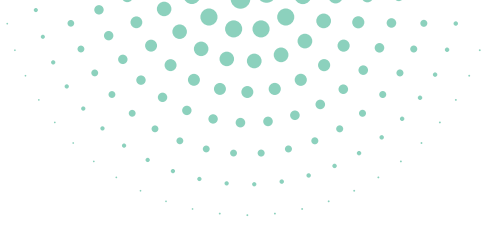
S2 - 33	(a) The metric used to set the target (see paragraphs B66–B67);	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24	IAR : 117
	(b) The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	Integrated Annual Report : Environment Sustainability Report : Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 122 SR: 42, 68, 96
	(c) The part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region);	Integrated Annual Report : Environment Sustainability Report : Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 122 SR: 42, 68, 96
	(d) The period over which the target applies;	Integrated Annual Report : Environment Sustainability Report : Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 122 SR: 42, 68, 96
	(e) The base period from which progress is measured;	Integrated Annual Report : Environment Sustainability Report : Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 122 SR: 42, 68, 96
	(f) Any milestones and interim targets;	Integrated Annual Report : Environment Sustainability Report : Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 122 SR: 42, 68, 96
	(g) If the target is quantitative, whether it is an absolute target or an intensity target; and	Business Responsibility and Sustainability Report: Principle 6	IAR : 349-361
	(h) How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	Sustainability Report : Industry Associations and Policy Advocacy	SR: 66-67
S2 - 34	(a) Whether the target and the methodology for setting the target has been validated by a third party;	Integrated Annual Report: Net Zero Commitment 2050 Sustainability Report : Emissions Management	IAR : 125 SR: 74

	(b) The entity's processes for reviewing the target;	Integrated Annual Report : Risk Governance and Oversight, Committees of the Board Board Committees, Corporate Responsibility Committee, Risk Management Sustainability Report : Risk Management, Climate Governance	IAR : 69, 273-289 SR: 56, 71
	(c) The metrics used to monitor progress towards reaching the target; and	Integrated Annual Report: Progress against our ESG Goals in FY 2023-24	IAR : 117
S2 - 35	An entity shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the entity's performance.	Integrated Annual Report : Progress against our ESG Goals in FY 2023-24 Sustainability Report : Integrity, Accountability and Progress, Ecological Safeguarding and Repair and Our Social Footprint	IAR : 117 SR: 42,68,96
S2 - 36	(b) Whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	Integrated Annual Report : Environmental Aspiring towards a Cleaner and Greener Future Sustainability Report : Emissions Management	IAR : 122 SR:68, 75 - 79
	(c) Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs B68–B69).	Business Responsibility and Sustainability Report: Principle 6	IAR : 349-361

Glossary of Abbreviations

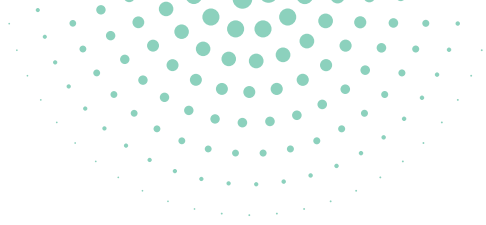
Sustainable	Page number
ADTPS	Adani Dahanu Thermal Power Station
AEML	Adani Electricity Mumbai Limited
AESL	Adani Energy Solutions Limited
AMA	Ahmedabad Management Association
AT&C	Aggregate Technical and Commercial Losses
B2B	Business-to-Business
B2C	Business-to-Consumer
B2DS	Beyond 2 degree Celsius
BCP	Business Continuity Plan
BFP	Boiler Feed Pump
BRSR	Business Responsibility and Sustainability Report
CEO	Chief Executive Officer
CEA	Central Electricity Authority
CFO	Chief Financial Officer
CGRF	Consumer Grievance Redressal Forum
CII	Confederation of Indian Industry
CKMS	Circuit kilometer
CO ₂	Carbon dioxide
COC	Code of Conduct
COSO	Committee of Sponsoring Organisation
CRC	Corporate Responsibility Committee
CRO	Chief Risk Officer
CSM	Contractor Safety Management
CSR	Corporate Social Responsibility

Sustainable	Page number
CVF	Critical Vulnerability Factors
DG	Diesel Generator
DSM	Demand Side Management
DISCOMS	Distribution Company
DMP	Disaster Management Plan
EBITDA	Earnings before interest, tax, depreciation, and amortization
EFDB	Emission Factor Database
EMS	Environment Management System
ENOC	Energy Network Operating Centre
EPTA	Electric Power Transmission Association
ERM	Enterprise Risk Management
ESG	Environment, Social and Governance
ESHG	Entrepreneurship Self Help Group
ESM	Ecosystem Service Matrix
EV	Electric Vehicles
FGD	Flue Gas De-sulfurisation
FICCI	Federation of Indian Chambers of Commerce and Industry
GCCI	Gujarat Chamber of Commerce and Industry
GEC	Green Energy Corridor
GHG	Green House Gas
GJ	Gigajoule
GRI	Global Reporting Initiative
GSC	Gujarat Safety Council
HIRA	Hazard Identification and Risk Assessment
HP	High Pressure
HR	Human Resource



Sustainable	Page number
IBBI	India Business and Biodiversity Initiative
IEA	International Energy Agency
ILO	International Labor Organisation
IMS	Integrated Management System
IAR	Integrated Annual Report
SR	Sustainability Report
IPCC	Intergovernmental Panel on Climate Change
IP	Intermediate Pressure
IPPAI	Independent Power Producers Association of India
ISO	International Organisation for Standardization
IT	Information Technology
JSA	Job Safety Assessment
KPI	Key Performance Indicator
KRA	Key Responsibility Area
KVTL	Kharghar Vikhroli Transmission Line
LARR	Land Acquisition Rehabilitation and Resettlement Act
LBTL	Lakadiya Banaskantha Transmission Line
LOTO	Lock out and Tag Out
LODR	Listing Obligations and Disclosure Requirements
LP	Low Pressure
LTIFR	Lost Time Injury Frequency Rate
MAAS	Management Audit and Assurance Services
MIS	Management Information Systems
MPCB	Maharashtra Pollution Control Board
MPSEZ	Mundra Port and Special Economic Zone Limited
MRC	Management Risk Committee
MSMM	Meri Sangini, Meri Margdarshika

Sustainable	Page number
MU	Million Units
MUL	MPSEZ Utilities Limited
MW	Megawatt
MWh	Megawatt hour
NABL	National Accreditation Board for Testing and Calibration Laboratories
NABARD	The National Bank for Agriculture and Rural Development
NDC	Nationally Determined Contribution
NNL	No Net Loss
NPG	Net Positive Gain
NRC	Nomination and Remuneration Committee
NRPC	Northern Regional Power Committee
NZE	Net Zero Emissions
O&M	Operations and Maintenance
ODS	Ozone Depleting Substances
ODP	Ozone Depleting Potential
OH	Over Hauling
OHS	Occupational Health and Safety
OPGW	Optical Ground Wire
PAT	Perform, Achieve and Target
QCFI	Quality Circle Forum of India
R/O	Risks and Opportunities
RCP	Representative Concentration Pathways
RE	Renewable Energy
RMC	Risk Management Committee
ROW	Right of Way
SBTi	Science Based Targets initiative



Sustainable	Page number
SIA	Social Impact Assessment
SFRA	Safety Risk Field Audits
SLB	Sustainability Linked Bonds
SMART	Simple, Measurable, Achievable, Realistic, Time Bound
SO ₂	Sulphur Dioxide
SOP	Standard Operating Procedure
SPIS	Safety Performance Indicator Scorecard
SPO	Second Party Opinion
SRFA	Safety Risk Field Audits
STRAP	Safety Strategic Action Plan
T&D	Transmission and Distribution
TCFD	Task force on Climate-Related Financial Disclosures
tCO ₂ e	Tonnes of Carbon Dioxide equivalent
TL	Transmission Lines
UNEC	United Nations Energy Compact
UNGC	United Nations Global Compact
UNSDG	United Nations Sustainable Development Goals
VPN	Virtual Private Network
VSR	Vulnerable Safety Risk
WEF	World Economic Forum
WRI	World Resources Institute
WRSS	Western Region Strengthening Scheme
ZWL	Zero-Waste-to-Landfill

Independent Assurance Statement

Introduction and Engagement

TUV India Private Limited ('TUVI') was engaged by Adani Energy Solutions Limited, which is the re-branding of Adani Transmission Limited ('AESL', Corporate Identity Number: L40300GJ2013PLC077803) to undertake an independent assurance of the Company's sustainability/non-financial performance disclosures in its Sustainability Report 2023-2024 ('the Report'). The disclosures in the report are prepared in accordance with the reporting requirements of the Global Reporting Initiative's ('GRI's') Sustainability Reporting Standards ('GRI Standards'). AESL has also considered other sustainability reporting frameworks such as, United Nations Global Compact (UNGC) Principles, United Nations Sustainable Development Goals (SDGs), Task Force on Climate-related Financial Disclosures (TCFD), World Economic Forum (WEF) ESG Core Metrics, Sustainability Accounting Standards Board (SASB) and ESG requirements such as CDP, Dow Jones Sustainability Indices (DJSI) for preparation of this Report. The intended user of this Assurance Statement is the management of the Company.

We planned and performed our work for Reasonable assurance engagement conducted in terms of ISAE 3000 (Revised) Assurance Standard requirements, to obtain the evidence we considered necessary to provide a basis for our assurance opinion for providing a Reasonable assurance. The agreed scope of work included information on non-financial performance which were disclosed in the Sustainability Report prepared by AESL based on GRI Topic-specific Standards for the identified material topics for the activities undertaken by the Company during the reporting period 1st April 2023 to 31st March 2024. The reported topic boundaries of non-financial performance are based on the internal and external materiality assessment covering AESL's operations as brought out in the sections 'About the Report' and 'Reporting Scope and Boundary' section of the report.

Management's Responsibility

AESL has developed the Report content and is responsible for identification of materiality, corresponding ESG issues, identifying, establishing, reporting performance management, data management, and quality. The management team at AESL is accountable for the accuracy of the information provided in the Report and the process of collecting, analyzing, and reporting that information in both web-based and printed Reports. This includes the maintenance and integrity of the company's website. AESL ensure that the Report is free of any intended or unintended material misstatements, so stakeholders can trust the information provided. AESL will be responsible for archiving and reproducing the disclosed data to the stakeholders upon request.

Scope and Boundary

The scope of work for the assurance engagement conducted by TUVI includes a reasonable level of assurance of non-financial indicators disclosure as part of the Report. The assurance engagement encompasses a thorough review of the quality of information, as well as a review of evidence (on a sample basis) for identified non-financial indicators. Additionally, verification team performed

- i. Verification of the application of the Report content, and principles as mentioned in the Global Reporting Initiative (GRI) Standards, and the quality of information presented in the Report over the reporting period;
- ii. Review of the policies, initiatives, practices and performance described in the Report;
- iii. Review of the non-financial disclosures made in the Report against the requirements of the GRI Standards
- iv. Verification of the reliability of the GRI Standards Disclosure on environmental and social topics
- v. Specified information was selected based on the materiality determination and needs to be meaningful to the intended users;
- vi. Confirmation of the fulfilment of the GRI Standards

TUVI has verified the below-mentioned GRI disclosures given in the Report

Energy consumption within the organization, Energy Intensity, Water withdrawal, Water consumption, Waste Generated, Waste directed to disposal, Direct (Scope 1) GHG emissions, Energy indirect (Scope 2) GHG emissions, GHG emissions intensity, Nitrogen Oxides (NOx), Sulphur oxides (SOx), and other significant air emissions, Occupational health and safety management System, Worker participation, consultation, and communication on occupational health and safety, Workers

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covered by an occupational health and safety management system, Work-related injuries, Work-related ill health, New Employee Hire & Turnover Details, Benefits provided to full-time employees that are not provided to temporary or part-time employees, Parental leaves, Average hours of training per year per employee, Programs for upgrading employee skills and transition assistance programs, Percentage of employees receiving regular performance and career development reviews, Operations with local community engagement, impact assessments, and development programs

The reporting boundaries include 52 Operational sub-stations & transmission lines, 1 Thermal Generation site at Dahanu, 8 Transmission and distribution clusters of Retail division at Mumbai & Mundra and ongoing project locations across the country India. An on-site verification was conducted at Mumbai Corporate office, Ahmedabad head office and Dahanu plant from the month of February 2024 to April 2024

The assurance activities were carried out together with a desk review of data of other locations.

Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of AESL's strategy, management of ESG-related issues or the sufficiency of the Report against principles of GRI Standards other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference with the agreed scope of work which includes non-financial quantitative and qualitative information (KPI's) disclosed by AESL. The data responsibility of authenticity of data lies with the reporting organization. Reporting Organization is responsible for archiving the related data for the reasonable time period. TUVI expressly disclaims any liability or co-responsibility 1) for any decision a person or entity would make based on this assurance statement and 2) for any damages in case of erroneous data is reported. This assurance engagement is based on the assumption that the data and information provided to TUVI by AESL are complete and true

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focused on verification efforts with respect to disclosed KPI's. TUVI has verified the KPI's and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- i. TUVI examined and reviewed the documents, data, and other information made available by AESL for non-financial KPI's (non-financial disclosures)
- ii. TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the AESL during the verification
- iii. TUVI performed sample-based reviews of the mechanisms for implementing the sustainability-related policies and data management (qualitative and quantitative)
- iv. Review the level of adherence to principles of GRI standards

Opportunities for Improvement

The below OFI reported to AESL, which is consistent with AESL management's objectives and programs.

- i. AESL may strengthen its internal reporting by opting a IT Enabled-based data management system and compliment the same with periodic internal data and performance reviews.
- ii. AESL may opt for the principles of standard ISO 26000- Social Responsibility

Our Conclusion

In our opinion, based on the scope of this assurance engagement, the "disclosures on ESG performance" and referenced information provide a fair representation of the material topics, related strategies, and meets the general content and quality requirements of the GRI Standards. AESL appropriately discloses the KPI's and actions that focus on the creation of value over the short, medium and long term. The selected KPI's disclosures by AESL are fairly represented. On the basis of the procedures we have performed, nothing has come to our attention that causes us to believe that the information subject to the limited level of assurance engagement was not prepared, in identified ESG information is not reliable in all material respects, with regards to the reporting criteria. TUVI did not perform any assurance of procedures on the prospective information, such as

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targets, expectations, and ambitions, disclosed in the ESG information. Consequently, TUVI draws no conclusion on the prospective information.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements. AESL refers to general disclosure to Report contextual information about AESL, while the 'Management Approach' is discussed to Report the management approach for each material topic.

Universal Standard: AESL followed GRI 1: Foundation 2021: Requirements and principles for using the GRI Standards; GRI 2: General Disclosures 2021: Disclosures about the reporting organization. General Disclosures were followed when reporting information about an Organization's profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process. and GRI 3: Material Topics 2021: Disclosures and guidance about the organization's material topics. GRI3 was selected for Management's Approach on reporting information about how an organization manages a material topic.

TUVI is of the opinion that this report has been prepared in reference with the GRI Standards.

Topic Specific Standard: 300 series (Environmental topics), and 400 series (Social topics); in all principles, with regards to the reporting criteria of the GRI Standards.

Report complies with the below requirements

- i. **Governance, leadership and oversight:** The messages of top management, business model to promote inclusive growth and equitable development, action and strategies, focus on products, risk management, protection and restoration of environment, and priorities are disclosed appropriately.
- ii. **Connectivity of information:** AESL discloses various principles and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.
- iii. **Stakeholder responsiveness:** The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long- term strategies. The Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.
- iv. **Materiality:** The GRI Report reflects how AESL has appropriately identified issues that affect its value creation, have high importance to its stakeholders, linked to strategy and governance considering aspects that are internal and external to the AESL's range of business. The Report fairly brings out the aspects and topics and its respective boundaries of operations. The Report discloses information on material topics that substantively affect AESL's ability to create value over the short, medium and long term.
- v. **Conciseness:** The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation are applied.
- vi. **Reliability and completeness:** AESL has established internal data aggregation and evaluation systems to derive the performance. The reported data is duly verified and authenticated by AESL. The majority of the data and information was verified by TUVI's assurance team (on sample basis) and found to be fairly accurate.
- vii. **Consistency and comparability:** The information in the Report is presented on an annual basis in a reliable and complete manner. Thus, the principle of consistency and comparability is established.
- viii. **Neutrality:** The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone. The Report brings out the disclosures related to AESL's performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment.

This assurance statement has been prepared in accordance with the terms of our engagement and ISAE 3000 (Revised) requirements.

Independence: TÜVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. It is confirmed that the assurance team is selected to avoid situations of self-interest, self-review, advocacy and familiarity. The assessment team was safeguarded from any type of intimidation.

Quality control: The assurance team complies with the code of ethics for professional accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TÜVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Assurance Team and Independence

TÜVI is an independent, neutral third-party providing sustainability services with qualified environmental and social specialists. TÜVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TÜVI did not work with AESL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TÜVI was not involved in the preparation of any content or data included in the Report, with the exception of this assurance statement. TÜVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TÜV India Private Limited



Manojkumar Borekar

Product Head – Sustainability Assurance Service

TÜV India Private Limited



Date: 04/09/2024
Place: Mumbai, India
Project Reference No: 8122416141_ESG

AESL- IBBI Summary

We became signatory to IBBI declaration in July 2020 with the objective of enhancing biodiversity conservation and sustainable development within the power sector. This commitment is aligned with the broader national and global goals of biodiversity conservation.

Based on the 10 commitments under IBBI, we have undertaken initiatives to align itself with the broader objectives of the declaration.

Mapping biodiversity interfaces with business operations:

This involved identifying areas where business operations intersected with biodiversity elements for understanding the potential impacts and dependencies on biodiversity and for devising strategies to mitigate negative effects and to safeguard and or minimize the dependencies.

The methodology involved desk-based research to gain a comprehensive understanding of the biodiversity hotspots, protected areas, and sensitive ecosystems in the regions of operation. This was seriously followed by site-specific surveys, stakeholder consultations, the implementation of remote sensing and GIS technology, and establishing metrics and indicators.

Additionally, globally accepted tools such as WWF's Biodiversity Risk Filter, the ENCORE tool, and Biodiversity Databases and Resources such as the Global Biodiversity Information Facility (GBIF) and Community Engagement Platforms were used.

This comprehensive mapping exercise had provided a clear picture of areas with high biodiversity value and identified potential impact zones and dependencies.

Enhancing Awareness on Biodiversity within the Organisation

At AESL, we have implemented structured training Programmes on biodiversity conservation to educate employees about the importance of biodiversity, its relevance to the power sector, and the potential impacts of business operations on ecosystems. This is supplemented with workshops, seminars, employee engagement initiatives and awareness.

Further, we distributed biodiversity awareness materials and conducted guest lectures and expert

talks. To walk the talk, as part of performance evaluations, employees of the environment department were assessed on their contributions to biodiversity awareness and conservation efforts. This integration reinforced the Organisational commitment to ESG principles.

Considering the Impacts of Business Decisions on Biodiversity:

- We have implemented a comprehensive approach to evaluate and mitigate potential negative effects on biodiversity. Before initiating any new transmission, projects or making significant operational changes, we conduct thorough Environmental Impact Assessments (EIAs). These assessments include a detailed examination of potential impacts on biodiversity, considering factors such as habitat disruption, species displacement, and changes in ecosystem dynamics.
- A systematic risk screening process is established to identify and prioritize activities that might pose risks to biodiversity. This involved evaluating the sensitivity of the local ecosystem and the potential consequences of business decisions via WWF's Risk Filter and The **ENCORE** tool (Exploring Natural Capital Opportunities, Risks, and Exposure).
- Continuous monitoring of habitats and species in and around operational areas was carried out. This involved regular surveys, data collection, and analysis to track changes in biodiversity and identify any negative trends.
- We engage with local communities, NGOs, and relevant government agencies to gather feedback and insights on potential biodiversity impacts to understand local perspectives and identify mitigation strategies.
- In instances where adverse impacts on biodiversity are unavoidable, we implement biodiversity offset Programmes. These initiatives involve investing in conservation projects or habitat restoration efforts in other areas to compensate for the impact.
- We ensure strict adherence to all relevant environmental laws and regulations. This includes obtaining necessary permits and licenses and complying with stipulated biodiversity conservation measures. E.g. Thermal channel for Sea water discharge.

Objective	Target	Progress
<ul style="list-style-type: none"> To minimize the disruption of natural habitats caused by our projects/operations 	<ul style="list-style-type: none"> Achieve a 50% reduction in habitat fragmentation by 2030. 	<ul style="list-style-type: none"> As of the latest assessment we are mapping the habitat fragmentation (if any). This was primarily accomplished through strategic citing of infrastructure and implementing measures to restore degraded habitats.
<ul style="list-style-type: none"> To restore and maintain native plant and animal species in our operational areas. 	<ul style="list-style-type: none"> Increase the population of native species in targeted areas by 2030. 	<ul style="list-style-type: none"> Through dedicated restoration projects and habitat enhancement initiatives, we observed a 10% increase in native species populations as of 2022. Ongoing efforts are expected to achieve the target by 2030.
<ul style="list-style-type: none"> To reduce the environmental footprint of our operations and promote sustainable energy practices. 	<ul style="list-style-type: none"> Achieve a 72.7% reduction in Scope 1 emissions [tCO₂e] by FY2032 w.r.t. FY2022 baseline. 	<ul style="list-style-type: none"> We have adopted energy-efficient technologies and as of FY2024, a 1.03% reduction in Scope 1 emissions [tCO₂e] has been achieved.
<ul style="list-style-type: none"> To actively engage and educate local communities on biodiversity conservation. 	<ul style="list-style-type: none"> Conduct community outreach Programmes annually, reaching a minimum of 100,00 individuals by 2030. 	<ul style="list-style-type: none"> We have successfully conducted 7 community outreach Programmes in 2022, engaging over 1,800 individuals. Efforts are being made to increase outreach activities and meet the target.

Designated Biodiversity Champion:

Designating an individual as a biodiversity champion demonstrates our strong commitment to biodiversity conservation.

Designated team:

- Position:** Environment Monitoring Group
- Background and Expertise:** M.E. / M. Tech in Environmental Engineering / Forest
- Role:** As the designated biodiversity champion, the Environment Monitoring Group team plays a pivotal role in advocating for and leading biodiversity conservation efforts within AESL. Their responsibilities include:
 - Leading Biodiversity Initiatives:
 - Facilitating Cross-Functional Collaboration:
 - Providing Expert Guidance:
 - Monitoring and Reporting:
 - Stakeholder Engagement:

Assessing Biodiversity Risks and Opportunities:

Assessing biodiversity risks and identifying opportunities for conservation and sustainable practices is a critical aspect of responsible business operations in the Power Generation, Transmission, and Distribution sector. We employ a comprehensive approach to evaluate these aspects as enlisted below:

1. Biodiversity Risk Assessment:

- Desk-Based Research:**
Initial research involves studying existing literature, reports, and environmental assessments related to biodiversity in the regions of operation to gain a comprehensive understanding of the biodiversity landscape.
- Species and Habitat Surveys:** Field surveys are conducted to gather specific data on local biodiversity. This includes flora and fauna, habitat types, and any unique or endangered species in the area.
- Threat and Vulnerability Analysis:**
The identified species and habitats were assessed for potential threats, such as habitat

destruction, pollution, and climate change impacts. to understand the vulnerabilities of local biodiversity.

- **Regulatory Compliance Review:** We review relevant laws, regulations, and permits related to biodiversity conservation. This ensures that operations comply with legal requirements and avoid any unintentional harm to biodiversity.

2. Stakeholder Engagement:

- Consultation with Experts and NGOs:
- Community Involvement:

3. Remote Sensing and GIS Technology:

Satellite imagery and GIS tools are used to analyze and visualize spatial data. This aids in identifying land-use patterns, vegetation cover, and potential areas of biodiversity significance.

4. Habitat Suitability Modeling:

Utilizing GIS-based models, assessment of the suitability of different areas for specific species or habitats is undertaken. This helped in identifying areas where conservation efforts may have the highest impact.

5. Environmental Social Impact Assessments (ESIA's):

ESIA's are conducted for new projects or significant operational changes to assess potential impacts on biodiversity. This includes a detailed examination of factors such as habitat disruption and species displacement.

6. Risk Prioritization and Ranking:

We prioritize identified biodiversity risks based on their severity, likelihood, and potential consequences. This helps in allocating resources and efforts towards the most critical areas.

7. Identification of Conservation Opportunities:

Based on the assessment results, we identify opportunities for biodiversity conservation and sustainable practices. These may include habitat restoration, conservation partnerships, and adoption of best management practices.

8. Continuous Monitoring and Adaptive Management:

Ongoing monitoring of biodiversity indicators allows us to adapt its conservation strategies based on changing circumstances and emerging risks.

Including Biodiversity Aspects in Environmental Management Systems:

Integrating biodiversity aspects into the existing environmental management systems of AESL is a crucial step towards achieving holistic sustainability in the Power Generation, Transmission, and Distribution sector.

1. Policy Integration:

- **Policy Alignment:** We have revised our Biodiversity policy and environment policies to align with the IBBI's requirements and the strategic priorities set by the company.
- **Policy Review and Update:** We are committed to review the progress periodically and update the progress to relevant stakeholders from time to time.

2. Biodiversity Risk Assessment and Management:

- **Incorporation in Risk Management Protocols:** Biodiversity risks are integrated into the overall risk assessment process. This includes identifying potential impacts on biodiversity, evaluating their significance, and developing mitigation measures.
- **Reporting and Documentation:** Biodiversity risk assessments are documented and reported alongside other environmental risks, providing a comprehensive view of the Organisation's risk profile.

3. Operational Procedures and Practices:

- **Standard Operating Procedures (SOPs):** SOPs are updated to include specific measures for the protection and conservation of biodiversity during day-to-day operations. This includes guidelines for habitat protection, species conservation, and responsible land use.

- **Biodiversity-Friendly Practices:** Employees are trained and guided to implement biodiversity-friendly practices, such as avoiding sensitive habitats, utilizing eco-friendly technologies, and minimizing disturbances to wildlife.

4. Performance Indicators and Metrics:

- **Inclusion in Key Performance Indicators (KPIs):** Biodiversity indicators are integrated into the set of KPIs used to monitor environmental performance. This allows for the tracking of progress towards biodiversity conservation goals.
 - 10x hectare of Mangroves restored and/or compensated in the reporting period and
 - 39% forest area avoided for new transmission projects approved in the reporting period.
- **Regular Reporting and Review:** Biodiversity performance data is included in regular environmental performance reports, providing a transparent account of the Organisation's efforts and achievements in biodiversity conservation.

5. Compliance and Regulatory Adherence:

- **Legal and Regulatory Frameworks:** We ensure that all relevant laws and regulations related to biodiversity conservation are incorporated into the environmental management system. This includes permits, licenses, and compliance with protected area designations.

6. Training and Capacity Building:

- **Employee Training Programmes:** We conduct specialized training Programmes to educate concerned employees about biodiversity conservation, ensuring that they are equipped with the knowledge and skills to implement biodiversity-friendly practices.
- 7 team members of Environment Monitoring group were provided with in depth onsite training @ Biodiversity & Industrial Ecosystem Management Workshop which provided:
 - Field exposure to biodiversity study within Nature Trail
 - Deep insight to assessment methodologies for biodiversity
 - Causes of decline in natural resources/ habitats and species
 - Good practices in biodiversity conservation and management

- Conservation issues in the field
- Habitat, classification, identification, food chain, behaviour
- The current needs and challenges in CER / CSR
- Legal perspective for corporates
- Brainstorming on investment in Biodiversity
- Importance of scientific designing of industrial greenbelts
- Effective utilization of native flora and medicinal plants

7. Stakeholder Engagement:

- **Engagement Strategies:** We actively engage with stakeholders, including local communities, NGOs, and government agencies, to gather input, share information, and collaborate on biodiversity conservation efforts.

8. Monitoring and Reporting:

- **Biodiversity Monitoring Protocols:** We have established protocols for monitoring biodiversity indicators, allowing for the ongoing assessment of impacts and the effectiveness of conservation measures.

Encouraging Relevant Stakeholders for Support:

Engaging stakeholders, including suppliers, partners, and local communities, is a fundamental aspect of our commitment to biodiversity management in the Power Generation, Transmission, and Distribution sector. These activities aim to build collaborative partnerships and garner support for sustainable practices, through following engagement activities:

1. Suppliers Engagement:

- Supplier Training and Workshops:**
We plan to conduct training sessions and workshops for its suppliers to raise awareness about the importance of biodiversity conservation.
- Supplier Code of Conduct:**
We have incorporated biodiversity-related clauses into its supplier code of conduct outlining the expectations and requirements for suppliers to uphold biodiversity conservation principles.
- Supplier Audits and Assessments:**
Regular audits and assessments are conducted

to evaluate supplier compliance with biodiversity-related requirements. This includes evaluating their environmental management practices and adherence to conservation standards.

2. Partnerships and Collaboration:

a. Joint Conservation Projects:

We are open for collaboration with environmental NGOs, conservation Organisations, and research institutions to implement joint biodiversity conservation projects.

b. Research and Data Sharing:

This involves sharing data, providing access to operational sites for research purposes, and supporting scientific studies on local ecosystems.

c. Innovation and Technology Transfer:

We engage with partners to explore innovative technologies and practices that can contribute to biodiversity conservation.

3. Local Community Engagement:

a. Community Outreach Programmes:

We organise and participate in community outreach Programmes to engage with local [ADTPS colony] residents. These Programmes provide opportunities for dialogue, education, and awareness-building on biodiversity conservation.

b. Stakeholder Consultation:

We actively seek input from local communities on biodiversity-related matters. This includes gathering traditional ecological knowledge and incorporating community perspectives into conservation initiatives.

c. Livelihood Support:

We may implement Programmes that support sustainable livelihoods for local communities, ensuring that conservation efforts are aligned with the well-being of residents.

Policy Advocacy and Dialogue on Biodiversity Concerns:

Engaging in policy advocacy and dialogue with Government, NGOs, and academia on biodiversity-related issues is a critical aspect of our commitment to responsible business practices in the Power Generation, Transmission, and Distribution sector. Here are some highlighted instances of such

engagements:

1. Government Collaboration for Protected Area Conservation:

This involved participating in policy discussions, providing technical expertise, and supporting the establishment of protected areas.

2. Advocacy for Biodiversity-Friendly Regulations:

This included providing input on policies governing land use, habitat protection, and wildlife conservation.

3. Participation in Stakeholder Workshops and Forums:

These platforms provided opportunities to share knowledge, exchange ideas, and contribute to the development of biodiversity-related policies and guidelines.

4. Collaboration on Research Initiatives:

This collaboration involved sharing data, providing access to operational sites, and supporting scientific studies that contribute to evidence-based policy recommendations.

5. Advocacy for Sustainable Land Use Planning:

This included engaging with government agencies responsible for urban planning, infrastructure development, and land zoning to ensure that biodiversity considerations were integrated into decision-making processes.

6. Contribution to Policy Development for Renewable Energy Integration:

This included advocating & supporting policies that promote clean energy technologies and minimize negative impacts on biodiversity.

7. Collaboration with Conservation Authorities:

This partnership involved sharing expertise, participating in joint initiatives, and providing input on conservation strategies and action plans.

Initiating Valuation of Biodiversity and Ecosystem Services:

This involves assessing the tangible and intangible benefits derived from ecosystems and biodiversity. Here are the efforts made and insights gained from these assessments:

1. Biodiversity and Ecosystem Services Valuation Methodologies:

We will be employing a combination of established valuation methodologies, including the Total Economic Value (TEV) framework, to assess the monetary and non-monetary values associated with relevant biodiversity and ecosystem services.

2. Economic Valuation of Ecosystem Services:

We will conduct assessments to quantify the economic value of ecosystem services provided to the operational areas. This included valuing services such as water purification, climate regulation, and cultural services.

3. Cost-Benefit Analysis for Conservation Initiatives:

These analyses provided valuable insights into the potential returns on investment in biodiversity conservation.

4. Integration into Decision-Making Processes:

This ensured that the economic and ecological benefits of conservation were considered alongside other factors in project planning and implementation.

5. Insights Gained:

- **Monetary Value of Ecosystem Services:**
This included quantifiable benefits to local communities, industries, and the broader economy.
- **Importance of Non-Market Values:**
Intangible values provided additional justification for conservation efforts.
- **Risk Mitigation and Resilience Building:**
This information was crucial for strategic planning and risk management.
- **Stakeholder Engagement and Support:**
The assessments facilitated stakeholder engagement by providing tangible evidence of the benefits derived from biodiversity and ecosystem services. This information garnered increased support and understanding from stakeholders, including local communities and regulatory bodies.

Continuous Monitoring and Adaptation:

We have established mechanisms for ongoing monitoring and evaluation of the valued ecosystem services. This allowed for the adaptation of conservation strategies based on changing conditions and emerging insights.

Conclusion: The efforts outlined in this report reflect our dedication to promoting biodiversity conservation within the Power Generation, Transmission, and Distribution sector. These actions contribute to a more sustainable and responsible business operation.



Energy Grid



Retail Electricity



Smart Metering



Cooling Solutions



The feedback of stakeholders is valuable to us, and we aim to address all stakeholder concerns. For any questions or comments about our performance or this report, you may write to us at cs0.energysolutions@adani.com

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