



GMR AIRPORTS INFRASTRUCTURE LIMITED
(Formerly GMR Infrastructure Limited)

August 24, 2024

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai - 400 001
Scrip: 532754
Debt Scrip:
975210, 975256, 975366

National Stock Exchange of India Limited
Exchange Plaza
Plot no. C/1, G Block
Bandra-Kurla Complex
Bandra (E), Mumbai - 400 051
Symbol: GMRINFRA

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Pursuant to the Regulation 34 (2) Listing Obligations and Disclosure Requirements Regulations, 2015, Business Responsibility and Sustainability Report (BRSR) of GMR Airports Infrastructure Limited (formerly GMR Infrastructure Limited) ("the Company") for the Financial Year 2023-24, is attached herewith. The Business Responsibility and Sustainability Report is also available on the website of the Company and can be accessed at: <https://investor.gmrinfra.com/annual-reports>.

Request you to please take the same on record.

Thanking you,

for **GMR Airports Infrastructure Limited**
(Formerly GMR Infrastructure Limited)

T. Venkat Ramana
Company Secretary &
Compliance Officer

Encl: BRSR



August 09, 2024

GMR Airports Infrastructure Limited
 New Udaan Bhawan
 Near Terminal 3
 Indira Gandhi International Airport
 New Delhi 110 037

Private & confidential | For the kind attention of the management

Dear Sirs / Madam (s),

SUBJECT: REASONABLE ASSURANCE ON THE BRSR | FINANCIAL YEAR ENDED MARCH 31, 2024

We thank you for providing MGC Global Risk Advisory LLP ('MGC Global', 'our Firm', 'us' or referred to as 'we') the opportunity to provide reasonable assurance on the Business Responsibility & Sustainability Report ('BRSR'), which is not limited to BRSR Core, of GMR Airports Infrastructure Limited ('GIL' or 'the Company') for the financial year ended March 31, 2024. Our Firm's responsibility was to provide reasonable assurance on select (as described in clauses 2 and 3 below) non-financial sustainability-related data presented by the Company in the BRSR.

1. CONTEXT

- 1.1 The Securities and Exchange Board of India ('SEBI') has enhanced disclosures on ESG standards and introduced specific requirements for sustainability reporting by listed companies. The new reporting format known as BRSR, requires companies to report performance against the 9 principles of the National Guidelines on Responsible Business Conduct ('NGBRC').
- 1.2 In accordance with SEBI's circular dated July 12, 2023, the BRSR framework has been revised with Core KPIs and a glide path for reasonable assurance on BRSR Core. The new reporting format known as BRSR requires companies to report performance against the 9 principles of the National Guidelines on Responsible Business Conduct. The Company has referred to the Principles of NGBRC as the reporting criteria as part of its BRSR.
- 1.3 GIL has identified the following to be material to its business conduct and sustainability issues pertaining to environmental and social matters, after considering the risk or an opportunity to its business.
 - Climate change, energy efficiency & emission reduction.
 - Safety & security.
 - Stakeholder engagement & community relations.
 - Cybersecurity & data privacy.
 - Health safety & environment.
 - Business ethics.
 - Air quality.
 - Energy management.
 - Digitization & technology.

2. SCOPE OF OUR WORK & BOUNDARY

- 2.1 The BRSR Core is a subset of the BRSR and in keeping with the amended requirements stated by the SEBI, we have examined specific KPIs as per the new format for reporting under the under the 9 specified ESG attributes to provide reasonable management assurance to the Company on the same. However, the scope of the assurance is not restricted to BRSR core and is applicable for the entire BRSR.
- 2.2 The scope of our work entails the provision of reasonable assurance on the following non-financial performance / essential and leadership Indicators disclosed in the BRSR, on the basis of our inquiries, observations and inspection of evidence (on a sample basis) for identified non-financial indicators.

Sections & principles	Scope
Section A	General disclosures Details of the Company, its products/services, operations, employees, holding, subsidiary, and associate companies (including joint ventures), CSR details, transparency and disclosures compliances.

Sections & principles	Scope
Section B	Management and process disclosures Structures, policies and processes put in place towards adopting the NGRBC principles and core elements.
Section C	Principle wise performance disclosure
Principle 1	Businesses should conduct and govern themselves with ethics, transparency and accountability.
Principle 2	Goods and services that are safe and contribute to sustainability throughout their life cycle.
Principle 3	Measures to promote the well-being of all employees.
Principle 4	Initiatives that demonstrate respecting the interests of, and being responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.
Principle 5	Measures to respect and promote human rights.
Principle 6	Measures of respect, protection and efforts to restore the environment.
Principle 7	Responsibility in influencing public and regulatory policy.
Principle 8	Measures for inclusive growth and equitable development.
Principle 9	Engagement with & provision of value to customers/consumers in a responsible manner.

2.3 The boundary of the report includes the data and information from the Company's sites as mentioned in the Business Responsibility and Sustainability Report (section A, point number 13, Reporting Boundary).

2.4 Our review and validation of data pertaining to the following sites was performed largely as a desk review with remote access to data:

- Environmental information for operating assets in India.
 - Delhi International Airport Limited.
 - GMR Hyderabad International Airport Limited.
 - GMR Goa International Airport Limited.
- Employee / Human resource related information for operating entities
 - Delhi International Airport Limited.
 - GMR Airports Limited.
 - GMR Airports Infrastructure Limited.
 - GMR GOA International Airport Limited.
 - GMR Airport Developers Limited.
 - Raxa Security Services Limited.
 - GMR Hyderabad International Airport Limited.
 - GMR Hyderabad Aerotropolis Limited.
 - GMR Hyderabad Aviation SEZ Limited.
 - GMR Visakhapatnam International Airport Limited.

3. SCOPE LIMITATIONS

3.1 The scope of our work excluded the following:

- Data related to the Company's financial performance.
- Data and information outside the defined reporting period (i.e. April 01, 2023 to March 23, 2024).
- Data outside the operations mentioned in clause 2.3 of this letter, unless and otherwise specifically mentioned in this statement.
- Strategy and other related linkages expressed in the report. Consequently, we have not assessed the adequacy or the effectiveness of GIL's strategy, management of ESG-related issues or the sufficiency of the BRSR against reporting principles, other than those mentioned in clause 2.1
- Mapping of the report with reporting frameworks other than those mentioned in reporting criteria in clause 1.2.
- Aspects of the report other than those mentioned under the scope and boundary in clauses 2.1, 2.2 and 2.3 above.
- Review of legal compliances.

- 3.2 MGC Global expressly disclaims any liability or co-responsibility for (a) any decision a person or entity would make based on this assurance statement and (b) any damages in case of erroneous data is reported. This engagement is based on the assumption that the data and information provided to MGC Global by GIL are complete and correct.
- 3.3 Our review did not constitute a statutory or other audit in accordance with auditing standards and no such verification work has been carried out by us. We have relied on explanations and source information provided by the management. Consequently, we do not express an opinion on any aspect stated in this report.
- 3.4 MGC Global did not perform any assurance procedures on the prospective information disclosed in the BRSR, including targets, expectations, and ambitions. Consequently, MGC Global has not drawn any conclusion on the prospective information. MGC Global did not verify any ESG goals and claim through this assignment. Because of our inspection of data being on a sample basis; the responsibility for the authenticity of data lies entirely lies with GIL. We do not accept or assume responsibility for any other person or organization. Any dependence of person or third party may place on the BRSR Report is entirely at its own risk.
- 3.5 The scope of our work is limited both in terms of the areas of the business and operations which we have reviewed and the extent to which we have reviewed them. There may be matters, other than those noted in this report, which might be relevant in the context of this engagement and which a wider scope or which a complete set of records or an independent audit might uncover.
- 3.6 Our report is based on the information and documents provided by GIL. It is possible that additional information with explanations may require us to alter our observations in our report.

4. REASONABLE ASSURANCE

- 4.1 Based on the limited review and procedures performed, nothing has come to our attention that causes us not to believe that the sustainability data, as per the scope of assurance mentioned above, presented in the BRSR is appropriately stated in material aspects. In this engagement, MGC Global considered an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions.
- 4.2 We did not engage with any external stakeholders as part of this engagement.
- 4.3 We have provided our recommendations to the Company and the Company has confirmed that all our recommendations have been addressed.

5. INDEPENDENCE

- 5.1 MGC Global is an independent, neutral third-party providing BRSR verification services with a qualified team including professionals with suitable skills and experience in auditing environmental, social and economic information. MGC Global states its independence and impartiality and confirms that there is “no conflict of interest” about this engagement. In the reporting year ended March 31, 2024, MGC Global did not work with GIL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations on this engagement.
- 5.2 MGC Global was not involved in the preparation of any content or data included in the BRSR, except for this assurance statement.
- 5.3 MGC Global maintains complete impartiality towards any individuals interviewed during the assurance engagement.

6. RESPONSIBILITIES

- 6.1 The Company is responsible for developing the contents of its BRSR. The Company is also responsible for identification of material sustainability topics, establishing and maintaining appropriate performance management and internal control systems and derivation of performance data reported.
- 6.2 GIL is responsible for archiving the related data for a reasonable time period.
- 6.3 Our work has been undertaken so that we might state to the Company those matters for which we have been engaged to state in this statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company for our work, for this report, or for the conclusions expressed in this independent assurance statement. This engagement assumes that the data and information provided to us is complete and fair. We expressly disclaim any liability or co-responsibility for any decision a person or entity would make based on our report and/or this assurance statement.

This letter/assurance statement is released to the Company specifically for featuring as a part of BRSR / Annual Report on the basis that it shall not be copied, referred to or further disclosed, in whole or in part, without our prior written consent. By reading this letter, the stakeholders of GIL acknowledge and agree to the limitations and disclaimers mentioned above.

Yours faithfully,
 Surender Sharma
 Associate Partner

Business Responsibility & Sustainability Report

SECTION A:



GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L45203HR1996PLC113564
2.	Name of the Listed Entity	GMR Airports Infrastructure Limited (Formerly known as GMR Infrastructure Limited)
3.	Year of incorporation	1996
4.	Registered office address	Unit No. 12, 18 th Floor, Tower A, Building No. 5, DLF Cyber City, DLF Phase- III, Gurugram- 122002, Haryana, India
5.	Corporate Address	New Udaan Bhawan, Near Terminal 3, Indira Gandhi International Airport, New Delhi - 110 037
6.	E-mail	gil.cosecy@gmrgroup.in
7.	Telephone	+91 124 6637750 / +91 11 4921 6751
8.	Website	http://www.gmrinfra.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital (In ₹)	603.59 Crores (as on March 31, 2024)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Mr. T. Venkat Ramana +91 11 49216751 gil.cosecy@gmrgroup.in

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

- Details provided are on consolidated basis covering the following entities:
 - Environmental Information for operating Assets in India:
 - ▶ Delhi International Airport Limited (DIAL)
 - ▶ GMR Hyderabad International Airport Limited (GHIAL) and
 - ▶ GMR Goa International Airport Limited (GGIAL)
 - Employee / Human Resources Information for operating entities:
 - ▶ Delhi International Airport Limited (DIAL)
 - ▶ GMR Airports Limited(GAL) (merged into GIL effective July 25, 2024)
 - ▶ GMR Airports Infrastructure Limited (GIL)
 - ▶ GMR Goa International Airport Limited (GGIAL)
 - ▶ GMR Airport Developers Limited (GADL)
 - ▶ Raxa Security Services Limited (RSSL)
 - ▶ GMR Hyderabad International Airport Limited (GHIAL)
 - ▶ GMR Hyderabad Aerotropolis Limited (GHAL)
 - ▶ GMR Hyderabad Aviation SEZ Limited (GHASL)
 - ▶ GMR Visakhapatnam International Airport Limited (GVIAL)

14. Name of assurance provider: MGC Global Risk Advisory LLP

15. Type of assurance obtained: Reasonable Assurance

II. Products/services

16. Details of business activities (accounting for 90% of the turnover) (Standalone basis):

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity (Consolidated)
1	Investment, development and operations of airport assets	Operation, management, and development of airports including non-aeronautical revenue.	82.29%
2	Other allied activities to airport ecosystem	City side real estate development and security services.	17.71%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed (Consolidated)
1	Services incidental to air transportation	52231	82.29%
2	Real estate activities with own or leased property	68100	9.42%

Note: Remaining 8.29% of the total consolidated turnover is from other allied businesses.

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	5	9	14
International	3	5	8

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	5
International (No. of Countries)	3

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

NIL (standalone)

c. A brief on types of customers

GMR Airports cater to different customer segments across B2C, B2B, and B2G. This involves various passengers and organizations involved in air passenger and cargo transport.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	4,989	4,288	85.95%	701	14.05%
2.	Other than Permanent (E)	1,081	1,013	93.71%	68	6.29%
3.	Total employees (D+E)	6,070	5,301	87.33%	769	12.67%
WORKERS¹						
4.	Permanent (F)	2,238	2,101	93.88%	137	6.12%
5.	Other than Permanent (G)	7,409	7,034	94.94%	375	5.06%
6.	Total workers (F+G)	9,647	9,135	94.69%	512	5.31%

¹ This year security staff has been included within the employees/workers segment in line with the prescribed BRSR format

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	0	0%	1	100%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D+E)	1	0	0%	1	100%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F+G)	2	2	100%	0	0%

21. Participation/Inclusion/Representation of women*

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	1	8.33%
Key Management Personnel	3	0	0

*This information is as on March 31, 2024.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.93%	10.26%	11.70%	13.01%	17.57%	13.59%	18.00%	24.32%	18.77%
Permanent Workers	6.24%	19.86%	7.07%	7.84%	9.63%	7.94%	11.30%	6.81%	11.08%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (effective holding)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	GMR Hyderabad International Airport Limited (GHIAL)	Subsidiary	74.00%	
2.	GMR Hyderabad Aerotropolis Limited (GHAL)	Subsidiary	74.00%	
3.	GMR Hyderabad Aviation SEZ Limited (GHASL)	Subsidiary	74.00%	
4.	GMR Air Cargo and Aerospace Engineering Limited (GACAEL)	Subsidiary	74.00%	
5.	GMR Aero Technic Limited (GATL)	Subsidiary	74.00%	
6.	GMR Airport Developers Limited (GADL)	Subsidiary	100.00%	
7.	GMR Hospitality and Retail Limited (GHRL)	Subsidiary	74.00%	
8.	GMR Visakhapatnam International Airport Limited (GVIAL)	Subsidiary	100.00%	
9.	Delhi International Airport Limited (DIAL)	Subsidiary	64.00%	
10.	Delhi Airport Parking Services Private Limited(DAPSL)	Subsidiary	82.04%	
11.	GMR Corporate Affairs Limited (GCAL) (Formerly known as GMR Corporate Affairs Private Limited) (GCAPL)	Subsidiary	100%	
12.	GMR Business Process and Services Private Limited (GBPSPL)	Subsidiary	100%	
13.	GMR Goa International Airport Limited (GGIAL)	Subsidiary	100%	
14.	Raxa Security Services Limited (RSSL)	Subsidiary	100%	
15.	GMR Hospitality Limited(GHL)	Subsidiary	70%	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (effective holding)	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
16.	GMR Airports International B.V. (GAIBV)	Subsidiary	100%	All these companies, either directly themselves or jointly with GIL, participate in the Business Responsibility initiatives.
17.	GMR Airports (Mauritius) Limited (GAML)	Subsidiary	100%	
18.	GMR Airports Netherlands B.V (GANBV)	Subsidiary	100%	
19.	GMR Airports (Singapore) Pte. Ltd. (GASPL)	Subsidiary	100%	
20.	GMR Nagpur International Airport Limited (GNIAL)	Subsidiary	100%	
21.	GMR Kannur Duty Free Services Limited (GKDFSL)	Subsidiary	100%	
22.	GMR Airport Greece Single Member SA (GAGSMSA)	Subsidiary	100%	
23.	Delhi Duty Free Services Private Limited (DDFS)	Subsidiary	48.97%	
24.	Laqshya Hyderabad Airport Media Private Limited (Laqshya)	Associate	36.26%	
25.	Delhi Aviation Services Private Limited (DASPL)	Associate	32.00%	
26.	Delhi Aviation Fuel Facility Private Limited (DAFFPL)	Associate	16.64%	
27.	Aboitiz GMR Megawide Cebu Airport Corporation (Formerly known as GMR Megawide Cebu Airport Corporation) (GMCAC)	Associate	33.33%	
28.	Megawide GMR Construction JV, Inc. (MGCJInc.)	Associate	50.00%	
29.	ESR GMR Logistics Park Private Limited(EGLPPL) (Formerly GMR Logistics Park Private Limited)	Associate	22.20%	
30.	Heraklion Crete International Airport SA (Crete)	Associate	21.64%	
31.	Celebi Delhi Cargo Terminal Management India Private Limited (CDCTM)	Associate	16.64%	
32.	Travel Food Services (Delhi Terminal 3) Private Limited(TFS)	Associate	25.60%	
33.	TIM Delhi Airport Advertising Private Limited(TIM)	Associate	31.94%	
34.	PT Angkasa Pura Aviasi (PT APA)	Associate	49.00%	
35.	GMR Bajoli Holi Hydropower Private Limited (GBHHPL)	Associate	12.89%	
36.	GlobemERCHANTS Inc. (GMI)	Associate	33.33%	
37.	DIGI Yatra Foundation (DIGI)	Associate	20.42%	

Note: The list has been updated considering the effectiveness of Scheme of Merger and taking the appointed date as April 01, 2023. Accordingly, GMR Enterprises Private Limited ceased to be the Holding Company and GMR Airports Limited and GMR Infra Developers Limited ceased to be the subsidiary companies of the Company.

VI. CSR Details

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

Yes

(ii) Turnover (in ₹): 822.17 crore

(ii) Net worth (in ₹): 3,327.24 crore

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY24 - Current Financial Year			FY 23 - Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities**	Yes	0	0	-	0	0	-
Investors (other than shareholders)*	Yes	0	0	-	0	0	-
Shareholders*	Yes	15	0	-	146	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY24 - Current Financial Year			FY 23 - Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers**	Yes	391 ²			283 ³		
Customers ⁵	Yes	839	0	-	1104	0	-
Value Chain Partners [^]	Yes	0	0		0	0	
Other (please specify)							

* https://investor.gmrinfra.com/pdf/GMR_Policy_Whistle_Blower.pdf

**https://investor.gmrinfra.com/pdf/Annex%203_GIL%20BRR%20Policy.pdf

⁵<https://www.newdelhairport.in/contactus>

[Contact with RGIA \(hyderabad.aero\)](#)

[^][Supplier Code of Conduct.pdf \(gmrinfra.com\)](#)

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change, Energy Efficiency and Emission reduction	Risk	Increased frequency and intensity of extreme weather events can cause disruption in airport operations. The sector's disruption due to the effects of climate change will have an influence on the entire global economy.	Storms, floods, or other disruptions become more frequent and airports & air traffic control operations must remain dependable. The capacity of airport operations and infrastructure to withstand and recover from external disruption brought on by the effects of climate change is known as airport climate resilience. Airport specific climate change adaptation is essential to bolster resilience to present or future climate risks and its effects. Risk assessment and adaptation planning are important steps towards climate change management.	Negative
2	Safety and Security	Risk	Safety and security of passengers and employees is a responsibility of airports. Poor safety and security leads to occupational hazards, disruption in airport operations and penalties from the regulatory bodies.	Implementing comprehensive safety and security measures, including, surveillance cameras, and emergency response plans. Conducting regular safety audits and risk assessments to identify and address potential hazards and safety concerns. We align with the safety standards set by DGCA (Directorate General of Civil Aviation) and ICAO (International Civil Aviation Organization).	Negative

^{2,3} These grievances primarily include clarifications / updates related to reimbursements, benefit plans, PF, Insurance, gratuity, taxation, superannuation and L&D

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Stakeholder Engagement & Community Relations	Risk and Opportunity	Poor stakeholder engagement and community relations can lead to negative public perception, social unrest, and legal challenges, affecting the reputation and financial performance of the airport sector. Building strong relationships with stakeholders, including local communities, customers, and employees, can enhance public perception, foster brand loyalty, and improve workforce retention, leading to increased revenue and profitability.	Developing and implementing comprehensive stakeholder engagement and community relations strategies to build trust and foster positive relationships with stakeholders. Conducting regular stakeholder engagement and feedback processes to identify and address concerns and issues.	Negative/ Positive depending upon the risk or opportunity
4	Cybersecurity and Data Privacy	Risk	The increasing reliance on digital technologies and the interconnectedness of operating systems can lead to cybersecurity breaches, data privacy violations, and reputational damage. Cases of data breach can have serious impact on reputation and disrupts financial stability.	Developing and implementing a comprehensive cybersecurity and data privacy program, including risk assessments, employee training, incident response plans, and regular monitoring and testing. Collaborating with industry partners and government agencies to share best practices and foster information sharing and threat intelligence. Regular communications related to IT Security awareness are sent to all employees and third parties. Monthly instructor led IT Security training and awareness programmes are conducted for all employees. Internal audits are conducted to maintain highest standards of cybersecurity and data privacy.	Negative
5	Health Safety and Environment	Risk	The exposure to health and safety hazards, as well as environmental risks and liabilities, can lead to regulatory fines, litigation costs, and reputational damage.	Developing and implementing a comprehensive health, safety, and environmental (HSE) management program, including risk assessments, compliance monitoring, incident reporting and investigation, and employees' training. Fostering a culture of safety and environmental stewardship and promoting responsible operations and practices. GIL along with its' subsidiaries has a health and safety policy, target, processes and have ISO 45001 certified health and safety systems and data recording mechanisms in place.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Business Ethics	Opportunity	GMR has developed a strong culture focused on ethical conduct. This stems from the GMR Code of Business Conduct & Ethics (COBCE) which is supported by a dedicated Ethics & Integrity team, making ethics a competitive advantage for GMR. This also supports the Group in terms of strengthening its reputation and trust across stakeholders, building employee morale and avoiding any related risks.	NA	Positive
7	Air Quality	Risk	Poor air quality issues result in occupational hazards to employees and passengers and may lead to penalties if regulatory requirements are not met.	Air quality abatement and management initiatives such as ACDM, TaxiBot, BME, Fuel hydrant system, Multimodal connectivity, CNG filling station, Electric buses and vehicles, charging stations etc. are in place. By identifying and addressing these material ESG risks and implementing effective mitigation measures, the airport sector can enhance its resilience and ensure long-term sustainability and financial performance.	Negative
8	Energy Management	Opportunity	The increasing demand for renewable energy sources and the declining costs of renewable technologies can lead to new business opportunities, revenue growth, and cost savings. The development of energy storage technologies and solutions can enable the integration of intermittent renewable energy sources and enhance the reliability and resilience of energy systems.	NA	Positive
9	Digitalization and Technology	Opportunity	The adoption of digital technologies and solutions can improve operational efficiency, reduce costs, and enhance customer engagement and experience.	NA	Positive



SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<p>a) Business Responsibility Policy Link: https://investor.gmrinfra.com/pdf/Annex%203_GIL%20BRR%20Policy.pdf</p> <p>b) CSR Policy Link: https://investor.gmrinfra.com/pdf/Amendment%20to%20CSR%20POLICY-GIL(9.08.pdf</p> <p>c) Code of Conduct: https://investor.gmrinfra.com/pdf/GMR%20Code%20of%20Business%20Ethics%202022.pdf</p> <p>d) Climate Resilience Policy link: https://investor.gmrinfra.com/pdf/Climate%20Change%20Policy.pdf</p> <p>e) Board Diversity Policy link: https://investor.gmrinfra.com/pdf/Board%20Diversity%20Policy.pdf</p> <p>f) Enterprise Risk Management(ERM) Framework Policy and Guidelines link: https://investor.gmrinfra.com/pdf/ERM_Framework_Policy_Guidelines.pdf</p> <p>g) Policy on Related Party Transaction link: https://investor.gmrinfra.com/pdf/Revised%20GIL_Policy%20on%20Related%20Party%20Transaction-wef%20Feb%2009,%202022-uploaded%20on%20website.pdf</p> <p>h) Whistle Blower Policy Link: https://investor.gmrinfra.com/pdf/GMR_Policy_Whistle_Blower.pdf</p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 45001, ISO 52001, ISO 27001, ISO 14001, ISO 14064, ISO 50001, ISO 22301, ISO 9001, ISO 39001, ISO 20001, OHSAS 18001, ISO 10002								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our airports are on track to be Net Zero emission Indian airports by 2030 (in line with the ACI requirements).								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In line with the Net Zero Commitment, emission reduction initiatives have been planned across all airports. Further, Delhi Airport has recently received ACI Level 5 certification which places it amongst the first Asian airport to be Net Zero in line with ACI requirements. Hyderabad Airport has received ACI Level 4+ certification. Goa Airport is also slated to achieve carbon neutral status by 2027.								

Disclosure Questions**P 1 P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9****Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

GMR Airports Infrastructure Limited has established itself as a leader in responsible and sustainable air transport operations over the past couple of decades. Our global ranking among the largest and best airports underscores our unwavering commitment to all stakeholders.

This success stems from our strategic approach to integrating sustainability principles and our dedication to contributing to the nation and society. From the design phase onward, we embed sustainability principles and proactively mitigate operational risks. As part of our group philosophy, we have integrated Environmental, Social, and Governance (ESG) risks into our Enterprise Risk Management Framework, enabling us to anticipate and address potential challenges, thereby future-proofing our business.

Climate change is a critical concern for the aviation sector and a strategic priority for GMR. Towards this, we have adopted a Climate Resilience Policy through which we intend to build infrastructure which would stand the test of changing climate. This year, Delhi Airport achieved a significant milestone by transitioning entirely to clean electricity, an accomplishment of great scale that saved over 1,00,000 tonnes of CO₂. Hyderabad airport also transitioned to clean electricity from June 2023. Given these efforts, we collectively saved over 1,50,000 tonnes of CO₂ by switching to clean energy for our Indian airports. We remain committed to scaling our efforts to contribute to the Nation's Net Zero target. Delhi Airport achieved the remarkable feat of being amongst the 1st Asian airports to be certified as Net Zero in line with Airport Council International's (ACI) Airport Carbon Accreditation (ACA) program's Level 5 requirements. The airport has managed to achieve the net zero status well before its scheduled target of being Net Zero by 2030. Hyderabad Airport is also amongst the very few airports in the world to receive ACI Level 4+ for its climate change efforts. This places us firmly on the trajectory to be Net Zero by 2030, in line with ACI requirements. We have already reduced 90% of Carbon as per Net Zero requirements by ACI.

Our commitment extends beyond environmental sustainability to encompass the wellbeing, safety, and standard of living for our employees and communities. Through GMR Varalakshmi Foundation, we contributed ₹ 19.86 crore in CSR activities during the reporting year, enhancing the quality of life, building education and healthcare facilities for numerous communities. The Company has identified four focus areas towards the community service / CSR activities, which include Education, Health, Hygiene & Sanitation, Empowerment & Livelihoods, and Community Development.

We look forward to continuing our engagement with stakeholders and deepening our commitment to environmental stewardship and social responsibility. Together, we can build a sustainable and prosperous future.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Grandhi Kiran Kumar Managing Director and Chief Executive Officer
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. Yes. The ESG Committee of the Board is responsible for decision making on sustainability related issues. The ESG Committee comprises the following members (as on March 31, 2024):
- Mr. Grandhi Kiran Kumar (DIN: 00061669), Managing Director and Chief Executive Officer - Committee Chairperson
 - Mr. Boda Venkata Nageswara Rao (DIN: 00051167), Non-Executive Non-Independent Director - Member
 - Mr. Emandi Sankara Rao (DIN: 05184747), Non-Executive Independent Director - Member
 - Mr. Subba Rao Amarthaluru (DIN: 00082313), Non-Executive Independent Director - Member
 - Ms. Bijal Tushar Ajinkya (DIN: 01976832), Non-Executive Independent Director - Member (appointed w.e.f. August 14, 2023)
 - Mr. T. Venkat Ramana, Company Secretary and Compliance Officer, acts as Secretary to the ESG Committee

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against Above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually							
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Reasonable Assurance of BRSR has been carried out this year by MGC Global Risk Advisory LLP. As a part of the assurance process, policies with respect to BRSR have also been reviewed.									

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: 

PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	Digital Personal Data Protection, Climate Resilience and Board Diversity	100%
Key Managerial Personnel	7	GMR Code of Business Conduct & Ethics (COBCE), Code of Conduct for Directors and Senior Management, GMR Policy Against Sexual Harassment, Climate Resilience, Board Diversity, Digital Personal Data Protection, Anti-Bribery and Anti-Corruption Policy& Gifts & Hospitality policies	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	290	Training topics included safety (data, behavioral, electrical, other operations related), values, ethics, communication with employees, vendors, customers and other stakeholders, well-being, sexual harassment, skill & function related	84.42%
Workers	3	Training topics included safety (data, behavioral, electrical, other operations related), skill upgradation, cancer awareness and sexual harassment	88.14%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NA	NA	NA	NA	
Punishment	NA	NA	NA	NA	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the policy is publicly available.

Anti-Bribery and Anti-Corruption Policy

- GMR Group has an Anti-Bribery and Anti-Corruption policy. The policy is applicable to all employees, Board of Directors, subsidiaries, and Business Associates (suppliers, contractors, service providers and other key business partners) of the Company and states zero tolerance towards any form of bribery and corruption.
- Every individual or entity to whom the Policy applies, is bound to exhibit honest and ethical conduct in his/her/its official/ business dealings and relationships, both in letter and in spirit. Policy also provides guidelines on political, community and charitable contributions to avoid any risk of corruption and bribery.

Governing Legislations

- The policy has been prepared after giving specific attention to the requirements of the relevant laws to prevent/counter acts of bribery and corruption in the conduct of its business across jurisdictions as per the applicable law(s) of the land where the GMR Group operates and forbids employees and Value Chain Partners from indulging in such acts. In setting out the principles, due consideration has been paid to Indian and International laws including the following:
 - i. Prevention of Corruption Act, 1988 and Prevention of Money Laundering Act, 2002 - as amended from time to time;
 - ii. UN Convention on Corruption;
 - iii. UK Bribery Act; and
 - iv. US Foreign Corrupt Practices Act.

Training on Anti-Bribery and Anti-Corruption Policy

Regular training and awareness sessions on the Policy is provided to all employees and concerned stakeholders to acknowledge their understanding and commitment to adhere to the defined guidelines

Reporting of Concerns and Violations

- Every person to whom the Policy applies, is encouraged to raise valid concern(s) about any Bribery or Corruption issue or suspicion of malpractice at the earliest possible stage. The GMR Group has formulated a Whistle Blower Policy with a view to provide a mechanism for the Personnel to raise concern(s) on any violation of GMR Group's Policies.
- GMR Ethics Helpline (Toll Free Number 1800 1020 467 & Email: gmr@ethicshelpline.in).

To access the Policy, please refer to the link provided below:

https://investor.gmrinfra.com/pdf/ABAC%20Policy%20_Oct2022_Final.pdf

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Product/Service	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable

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

Product/Service	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of payable accounts payable (Standalone)	78	116

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in (Standalone)	a. Purchases (Purchases with related parties / Total Purchases)	40.91%	24.48%
	b. Sales (Sales to related parties / Total Sales)	64.23%	85.25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	99.91%	99.07%

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

Segment	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvement in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	NA

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

Yes, all suppliers / vendors are required to abide by the "Supplier Code of Conduct". This includes responsibilities across:

- Ethics and integrity: bribery and corruption, integrity, and conflict of interest
- Labour laws and human rights including child labour, forced labour, sexual harassment, health & safety, and minimum wages and employee benefits
- Environment Protection: resource conservation and emissions, hazardous substances, and improvement objectives
- Management systems: including documentation, audits, implementation plans and corrective action process
- Usage of GMR logo and brand
- Confidentiality
- Reporting concerns across multiple languages

- b. If yes, what percentage of inputs were sourced sustainably?**

100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

- **Plastics (including packaging):** Recycle through Government approved authorized waste vendors
- **E-Waste:** Hand over to Government approved dismantlers / agencies
- **Hazardous Waste:** Collect and recycle through government approved authorized waste vendors
- **Other Waste:** Recycled or disposed on case to case basis

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable

PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	4,288	4,288	100%	4,288	100%			4,288	100%	4,288	100%
Female	701	701	100%	701	100%	701	100%			701	100%
Total	4,989	4,989	100%	4,989	100%	701	14%	4,288	86%	4,989	100%
Other than Permanent employees											
Male	1,013	1,013	100%	1,013	100%			1,013	100%	1,013	100%
Female	68	68	100%	68	100%	68	100%			68	100%
Total	1,081	1,081	100%	1,081	100%	68	6%	1,013	94%	1,081	100%

b. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	2,101	2,101	100%	2,101	100%			2,101	100%	2,101	100%
Female	137	137	100%	137	100%	137	100%			137	100%
Total	2,238	2,238	100%	2,238	100%	137	6%	2,101	94%	2,238	100%
Other than Permanent workers											
Male	7,034	7,034	100%	7,034	100%			7,034	100%	7,034	100%
Female	375	375	100%	375	100%	375	100%			375	100%
Total	7,409	7,409	100%	7,409	100%	375	5%	7,034	95%	7,409	100%

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the Company (Consolidated)	0.5%	0.5%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others - please specify	NA					

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, our offices/premises are accessible to differently abled.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, GIL at the group-level has enforced Code of Business Conduct and Ethics that includes guidelines for equal opportunities to all employees. Zero tolerance to discrimination based on community, race or gender. Here is the link: <https://investor.gmrinfra.com/code-of-conduct>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	<p>HR related grievances can be logged by the employees through the 'Ask HR' section of the intranet portal. Post logging of the grievance, it is allotted to the concerned SPOC who is responsible for providing a resolution in two working days. In cases, where the resolution is not provided within two working days, automatic escalation happens, with the resolution turn-around time of one working day. In cases which still remain open post escalation, Operational Head of HR is required to provide resolution on priority.</p> <p>For non-HR related operations, employees can raise such grievances in written to the reporting authority, who is required to provide resolution within five working days. In cases where resolution requires more time, the complainant should be informed within five working days. For an unsatisfactory resolution, the employee can write to Head of the Department with a copy to Business HR who would be providing the resolution in two working days. The grievance is reviewed and post consultation with the relevant stakeholders, feedback / resolution is provided to the employee. If the employee finds the resolution to be inadequate, he / she can submit the grievance to the CEO / GCXO, who is required to provide the employee a personal hearing within two working days on receipt of the grievance and document the discussion. Post examining the grievance, aggrieved employee is provided a solution within 10 working days. Here, the CEO / GCXO may consult a neutral expert consultant or committee before taking a decision. The aggrieved employee who is not satisfied with the decision of the CEO / GCXO has an option to appeal to BCM - GCD/ CCM/ BCM with the detailed reasons for the appeal. The BCM-GCD/CCM/BCM will take a decision and communicate the same within 7 working days from the receipt of the appeal and the decision will be considered final and binding.</p>
Other than Permanent Workers	The process remains the same across all the workers categories
Permanent Employees	The process remains the same across all employee categories
Other than Permanent Employees	The process remains the same across all employee categories

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	4,989	0	0%	6,809	0	0%
Male	4,288	0	0%	6,108	0	0%
Female	701	0	0%	701	0	0%
Total Permanent Workers	2,238	0	0%	0	0	0%
Male	2,101	0	0%	0	0	0%
Female	137	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	5,301	2,617	49.4%	4,381	82.6%	12,793	NA	NA	10,946	85.6%
Female	769	164	21.3%	577	75.0%	1,028	NA	NA	771	75.0%
Total	6,070	2,781	45.8%	4,958	81.7%	13,821	NA	NA	11,717	84.8%
Workers										
Male	9,135	8,149	89.2%	8,174	89.5%	0	0	0%	0	0%
Female	512	354	69.1%	357	69.7%	0	0	0%	0	0%
Total	9,647	8,503	88.1%	8,531	88.4%	0	0	0%	0	0%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	5,301	5,301	100%	12,793	12,793	100%
Female	769	769	100%	1,028	1,028	100%
Total	6,070	6,070	100%	13,821	13,821	100%
Workers						
Male	9,135	9,135	100%	0	0	0%
Female	512	512	100%	0	0	0%
Total	9,647	9,647	100%	0	0	0%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes, GIL along with its' subsidiaries has an occupational health and safety management system which covers 100% of their business operations. All operating Indian Airports (Delhi, Hyderabad and Goa) are certified for ISO45001-2018 - OH&SMS (Occupational health and safety management system).

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

GIL along with its' subsidiaries has hazard reporting system which encourages staff to report hazards. Specifically, the safety team carries out safety oversight inspections/CAPA verification checks/cross functional audits to identify any unsafe practices, activities, or any physical hazards. Occupational Health & Safety Risk Management system is implemented at group-level to undertake safety audits & inspections and identify work related hazards and assess risks in our operations.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, across different assets we take up multiple measures such as:

- Reporting mechanism for safety hazard / concern or any occurrences to safety team through email / call / message / or filling hazard form placed at various places
- Voluntary hazard reporting process

All this is in line with the ISO and OSHAS safety certifications that the assets have obtained and continuously undergo audits to maintain these certifications

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

GMR Group has medical centers at all its offices which are accessible to all the employees and workers.

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

Safety Incident /Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

Safety of employees and customers is of utmost importance and safety measures are built in right from the design phase. Safety teams are also present across all locations and continuously interact with workers and employees. Such measures are also a part of the supplier and vendor agreements (integrated as a part of the supplier code of conduct). Multiple measures are taken of which some include:

- Implementation of Safety Policy and Occupational Health & Safety Management System at workplace
- Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure
- Daily inspections, Periodic inspections, Internal & external safety audits and Risk assessment of the various activities are carried out across sites, to meet the highest standards of safe practices put in place and to improve on the employee wellbeing
- Monthly safety committee meetings, Runway Safety Committee Meetings and Airside Operations Committee Meetings are conducted every month to review the adequacy of resources for safety and to provide support for safety management system deployment
- Conduct safety emergency drills on timely basis to safeguard employees and workers in an emergency scenario
- Safety induction training is provided to all the employees at the time of joining the organization
- Voluntary hazard reporting through the portal/ WhatsApp/ Mail Communication where in people can report any unsafe conditions, unsafe practices, unsafe behaviors or any object that may cause injuries to people
- Incident & near miss investigations are carried out and necessary actions are taken. The risks are assessed, incidents and accidents are tracked, and corrective actions & preventive actions are taken
- Safety awareness campaigns are conducted by engaging staff, service providers & stakeholders
- Integrating rewards and recognition with safety activities
- Safety council with station heads as members who discuss various safety aspects pertaining to all the areas of the Airport premises

- The Hierarchy of controls is followed by application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.
- Communication & sharing of safety information notices to all the stakeholders related to workplace incidents

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	85	0	-	120	0	-
Health & Safety	182	0	-	226	0	-

14. Assessments for the year

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

GIL along with its’ subsidiaries has implemented various measures to address safety related incidents across the organization. All the three entities i.e. DIAL, GHIAL and GGIAL have implemented Occupational Health & Safety Management System(OHSMS) and are ISO 45001 certified. The steps taken by various entities have been mentioned below: -

- a) DIAL: DIAL has implemented a robust Occupational Health and Safety Management System (OHSMS) in accordance with ISO 45001:2018 standards. DIAL has also implemented Safety Occurrence Management procedures to investigate incidents and implement corrective actions. DIAL conducts routine worksite inspections, spot checks, and Hazard Identification and Risk Assessment (HIRA) processes. DIAL has Provision of adequate training and personal protective equipment (PPE) for employees. DIAL promotes safety culture through awareness campaigns and training sessions. DIAL conducts and monitors safety Committee meetings, safety performance review and Reward and Recognition regularly in ensuring a safe and healthy workplace. They also conduct safety emergency drills on timely basis to safeguard employees and workers in an emergency scenario.
- b) GHIAL: GHIAL has engaged DSS+ (DuPont Sustainable Solutions) to strengthen the work place & behavioural safety. It includes, strengthening of safety governance aligned to industry best practices for high risk activities and handholding the teams for implementation. The entity has robust Safety Management System in place. Safety induction training is provided to all the employees at the time of joining the organization. There is voluntary hazard reporting system which can be reported through various channels of communication where in people can report any unsafe conditions, unsafe practices, unsafe behaviours or any object that may cause injuries to people. Safety awareness campaigns are conducted by engaging GHIAL staff, service providers & stakeholders.
- c) GGIAL: GGIAL undertakes Implementation of Safety Policy and Occupational Health & Safety Management System at workplace. Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure. Periodic inspections, Internal & external safety audits and Risk assessment of the various activities are carried out across sites, to meet the highest standards of safe practices put in place and to improve on the employee wellbeing. Voluntary hazard reporting and near miss reporting is done through QR codes. For GGIAL, all safety related incidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents.

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The identification of stakeholder groups is a regular process that ensures all relevant parties are engaged and considered in the operations and strategic planning. Stakeholders are identified based on their influence on and interest in the airport's business activities, aiming to foster inclusive and effective communication and collaboration. Our process begins by recognizing any individual, group, or institution that contributes to or is affected by the airport's operations. As a part of the materiality exercise this is revisited and based on the operating entities. For new projects or expansions, we map and engage stakeholders proactively, often integrating our Corporate Social Responsibility (CSR) initiatives to involve and support the local community and other relevant groups.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, In-person meetings, Intranet (Navyata), online grievance portal	Continuous	<ul style="list-style-type: none"> Job satisfaction Career progression Learning & development and knowledge sharing Employment terms and job stability Workplace safety Diversity and inclusion Positive corporate image Environmental stewardship
Investors / Shareholders	No	Emails, AGM, Press release, Investor calls / meets, announcements	Quarterly / need basis	<ul style="list-style-type: none"> Return on Investment Business Growth Corporate Governance
Regulatory Bodies	No	Fillings with the respective regulators, emails, letters, regulators' website	Need basis (apart from regular filings)	<ul style="list-style-type: none"> Compliance to Regulatory norms
JV Partners	No	Emails, in-person meetings, website	Continuous, need basis	<ul style="list-style-type: none"> Business opportunities Business support and conducive environment Growth
Suppliers, Service Partners, Service providers	No	Supplier meets, Emails, in-person meetings	Continuous	<ul style="list-style-type: none"> Clarity of Scope & specifications of work Facilitation & support to work in airport premises Payment timeliness / terms
Service Facilitators	No	In-person meetings, Emails	Continuous	<ul style="list-style-type: none"> Infrastructure Operational environment & facilities Network Systems, Reliable & Compatible IT solutions Communication
Society	Yes	Community meetings, surveys, Emails, in-person meetings	Continuous, need basis	<ul style="list-style-type: none"> Education Health Empowerment and Livelihood Community Development

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	4,989	4,989	100%	6,809	6,809	100%
Other than Permanent	1,081	1,081	100%	7,012	7,012	100%
Total Employees	6,070	6,070	100%	13,821⁴	13,821	100%
Workers						
Permanent	2,238	2,238	100%	0	0	0%
Other than Permanent	7,409	7,409	100%	0	0	0%
Total Workers	9,647	9,647	100%	0	0	0%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	4,288	0	0%	4,288	100%	6,108	0	0%	6,108	100%
Female	701	0	0%	701	100%	701	0	0%	701	100%
Other than Permanent										
Male	1,013	0	0%	1,013	100%	6,685	0	0%	6685	100%
Female	68	0	0%	68	100%	327	0	0%	327	100%
Workers										
Permanent										
Male	2,101	0	0%	2,101	100%	0	0	0%	0	0%
Female	137	0	0%	137	100%	0	0	0%	0	0%
Other than Permanent										
Male	7,034	0	0%	7,034	100%	0	0	0%	0	0%
Female	375	0	0%	375	100%	0	0	0%	0	0%

3. Details of remuneration/salary/wages (Standalone)

a. Median remuneration / wages:

Median remuneration / wages ⁴ :	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)**	10	0*	1	0*
Key Managerial Personnel	3	2,82,37,887	0	0
Employees other than BoD and KMP	179	6,52,843	62	4,57,122
Workers	0	0	0	0

*Other than Mr. Grandhi Kiran Kumar, no other director draws any remuneration. However, the independent directors are paid sitting fee for attending the Board/Committee meetings and the same has not been considered while calculating the median remuneration.

** Mr. Grandhi Kiran Kumar being the Managing Director and CEO has only been included in the KMPs and not in Board of Directors.

⁴Workers and employees for FY 2022-23 have been combined as no such break up was provided for last financial year.

⁵The remuneration/wages for employees and workers has been reported on GIL standalone basis.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	12.78%	10.16%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

Human rights aspects and grievance redressal is mentioned in our Code of Business Conduct and Ethics. Refer to our Code of Business Conduct and Ethics at <https://investor.gmrinfra.com/code-of-conduct>.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	3	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other Human rights related issues	0	0	-	0	0	-

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	Nil
Complaints on POSH as a % of female employees / workers	0.23%	0%
Complaints on POSH upheld	3	Nil

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

Please refer to our Code of Business Conduct and Ethics at <https://investor.gmrinfra.com/code-of-conduct>

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

10. Assessments for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Though no significant risk / concern was reported through the assessments conducted, GIL ensures regular monitoring and compliance with respect to these aspects. The Company also ensures proper verification of age at the time of employment on company rolls or through the contractor. Well defined grievance redressal mechanism has also been laid out to address any such concerns or discrimination at workplace. GIL also ensures that all employees receive salary more than minimum wages requirements across all locations.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources (Gj)		
Total electricity consumption (A) (Gj)	8,51,192	5,98,597
Total fuel consumption (B) (Gj)	536	399
Energy consumption through other sources (C) (Gj)	0	0
Total energy consumed from renewable sources (A+B+C) (Gj)	8,51,728	5,98,996
From non-renewable sources (Gj)		
Total electricity consumption (D) (Gj)	91,103	1,02,954
Total fuel consumption (E) (Gj)	18,395	26,810
Energy consumption through other sources (F) (Gj)	0	0
Total energy consumed from non-renewable sources (D+E+F) (Gj)	1,09,498	1,29,764
Total energy consumed (A+B+C+D+E+F) (Gj)	9,61,226	7,28,760
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (Gj/Crores ₹)	109.8	109.2
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Not applicable as no exports (only earning currency is ₹)	Not applicable as no exports (only earning currency is ₹)
Energy intensity in terms of physical output	NA	NA

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

Yes, MGC Global Risk Advisory LLP

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No target communication has been received for Airports for Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,41,755	2,48,635
(ii) Groundwater	10,96,537	12,67,562
(iii) Third party water	19,28,814	11,29,573
(iv) Seawater / desalinated water	0	0
(v) Others	4,62,326	6,90,019

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	40,29,432	33,35,790
Total volume of water consumption (in kilolitres)	40,29,432	33,35,790
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (Kilolitres/Crores ₹)	460.2	499.8
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Not applicable as no exports (only earning currency is ₹)	Not applicable as no exports (only earning currency is ₹)
Water intensity in terms of physical output	NA	NA

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

Yes, MGC Global Risk Advisory LLP

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of Treatment*	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

* No water is discharged as all three operational airports operate as per zero discharge facilities

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

Yes, MGC Global Risk Advisory LLP

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

All three airports operate as zero liquid discharge facilities and the water is reused for horticulture, landscaping, flushing and Heating Ventilation and Air Conditioning (HVAC) applications.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	ppmv	92.29	90.30
SOx	(mg/Nm ³)	50.33	55.25
Particulate matter (PM)	(mg/Nm ³)	44.45	40.17
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others - please Specify (CO)	(mg/Nm ³)	33.83	28.69

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

Yes, MGC Global Risk Advisory LLP

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,590	4,705
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	18,119	56,793
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent / Crores ₹	2.5*	9.2
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Not applicable as no exports (only earning currency is ₹)	Not applicable as no exports (only earning currency is ₹)
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA

*GHG emissions have significantly decreased as compared to last year as Delhi Airport operated on clean electricity throughout the year and Hyderabad switched to clean electricity from June 2023.

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

Yes, MGC Global Risk Advisory LLP

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

This year Delhi Airport completely switched to clean electricity saving over 1 lakh tones of CO₂ emissions. Other two airports have also moved towards maximizing clean electricity usage and together the three airports have saved over 1.5 lakh tones of CO₂ emissions in the year by switching to clean electricity.

Yes, the GMR Hyderabad International Airport Passenger Terminal is credited with the coveted 'Leadership in Energy and Environmental Design' (LEED) certification for its eco-friendly structural design. The terminal is built to allow maximum natural light and other ecological features, ensuring minimal use of energy and water. There is about 273 hectares of green cover with various plant species and natural vegetation developed around the airport to maintain ecological balance. GMR Hyderabad International Airport is a carbon neutral airport and the 1st Airport in the Asia Pacific Region to achieve the highest-Level 3+ accreditation in carbon neutrality by Airport Carbon Accreditation. Both, GGIAL and DIAL has off site renewable energy Power Purchase Agreements (PPA).

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	464.2	251.85
E-waste (B)	5.1	14.78
Bio-medical waste (C)	2.4	2.30
Construction and demolition waste (D)	7,235	2,202
Battery waste (E)	0	0.00
Radioactive waste (F)	0	0.00
Other Hazardous waste. Please specify, if any. (G)	26.2	13.49
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5,840	4,906
Total (A+B+C+D+E+F+G+H)	13,573*	7,391
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric tonnes/ Crores ₹)	1.55	1.10
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not applicable as no exports (only earning currency is ₹)	Not applicable as no exports (only earning currency is ₹)
Waste intensity in terms of physical output	NA	NA

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,868	1,399
(ii) Re-used	5,442	5,390
(iii) Other recovery operations	436	580
Total	7,746	7,369
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	2.25	2.05
(ii) Landfilling	5,811	0
(iii) Other disposal operations	4.56	0
Total	5,818	2.05

* In FY 2023-24 the waste generated has increased as GGIAL became operational from January 2023 and 5795 tonnes of construction and demolition waste was generated in GGIAL.

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

Yes, MGC Global Risk Advisory LLP

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Reduction of waste at source is practiced by usage of reusable crockery and glassware. Waste is segregated in Integrated Waste Management Shed with facility of Organic Waste Composter (OWC) for converting biodegradable waste into compost and baling machine. At GHIAL, food waste is converted in to compost in compost plant and generated compost is utilized for plants and hazardous waste generated in Hyderabad International Airport premises is disposed to TSPCB (Telangana State Pollution Control Board) Authorized recyclers. DIAL has adopted a circular economy approach and 4R (Reduce, Reuse, Recycle and Recover) strategy for effective waste management at Delhi International Airport. Airports generate waste such as Municipal Solid Waste, Hazardous Waste, E-Waste, Bio-Medical Waste, and Battery Waste. All these wastes are handled and managed as per the government guidelines and regulations. DIAL has obtained required authorizations and periodic returns are filed to Government departments as per the requirements of waste management. DIAL implemented the "Single-Use plastic free airport" initiative in 2019 and is now certified as a Single-Use plastic free airport.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes. There are no non-compliances.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

PRINCIPLE 7

Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations

6

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	Airport Councils International (ACI)	International
2	Confederation of Indian Industries (CII)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	PHD Chamber of Commerce & Industry (PHDCCI)	National
6	Association of Private Airport Operators (APAO)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of the authority	Brief of the case	Corrective action taken
Not Applicable		

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

Sr. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In ₹)
Not Applicable						

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

GMR Varalakshmi Foundation (GMRVF), CSR arm of GMR Group, is implementing various community development initiatives for the benefit of communities around the business locations of the group. To address any grievances from the communities, comprehensive mechanism for receiving grievances and addressing those community issues under CSR was devised and implemented through GMRVF. The status of various grievances received and addressed are being tracked by the CSR team.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	26.23%	24.7%
Directly from within India	88.18%	85%

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	NA	NA
Semi-urban	NA	NA
Urban	NA	NA
Metropolitan	NA	NA

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies

Sr. No	State	Aspirational District	Amount spent (In ₹)
1	Gujarat	Narmada - Providing skill training to tribal youth and women to enhance their employability	95.24 lakh
2	Andhra Pradesh	Vizianagaram - Supporting govt. schools, Anganwadis, Running Bala Badis, Preventive and curative healthcare programs, sanitation initiatives, Skill training programs	5.53 crore

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

GMR takes a responsible approach towards procurement, and it aims to promote local MSMEs and suppliers

b. From which marginalized /vulnerable groups do you procure? Not Applicable

c. What percentage of total procurement (by value) does it constitute? Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
	Not Applicable	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable	-	-

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Education - Gifted Children Scheme	283	100
2	Education - Support to Government schools	Over 10000	95
3	Health- Mobile Medical Unit	Over 92000 treatments	90
4	Health-Evening Medical Clinics	About 10000 people	85
5	Health- Nutrition Centers	433	85
6	Health-Concessions to poor patients	21,127	100
8	Livelihoods: Vocational Training	7400	90
9	Empowerment: Women Empowerment Initiatives	120	90

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

We undertake a Stakeholder Satisfaction Survey in addition to an ACI-ASQ Passenger Satisfaction Survey. A third party conducts the Stakeholder Survey. This is a comprehensive survey that assesses all aspects of services, support, budgeting, quality, and safety on a scale of 1 to 5 and includes recommendations. The results are analyzed, and respective departments develop action plans for improvement. The ASQ survey is the world’s leading airport passenger service and benchmarking programme. The programme provides the tools and management information necessary to gain a better understanding of passengers’ perspectives and their expectations of airport products and services. At GMR Airports, ASQ results are important in prioritizing changing passenger expectations over time and initiating improvement initiatives such as service delivery and world-class infrastructure. ASQ surveys are conducted throughout the year. Both DIAL and GHIAL have participated in the survey every year since its inception.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

Complaints	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of essential services	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other (Terminal Operations)	331	0	NIL	420	0	NIL
Other (Commercial Non Aero)	265	0	NIL	339	0	NIL
Other (Security & Vigilance)	216	0	NIL	329	0	NIL
Other (Project and Engineering)	27	0	NIL	16	0	NIL

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	-
Forced recalls	Not Applicable	-

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, GMR Group has a Privacy Policy and the same is published on its website at <https://www.gmrgroup.in/privacy-policy/>.

GMR Group has also an Information Security and Cyber Security Policy which is not available in public domain. However, the policy can be shared with the stakeholders, on need to know basis.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re- occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There have been no issues reported with respect to cyber security and data privacy. A next generation 24x7 Security Operations Center (SOC) which provides Cyber Threats Detection & Response capabilities to ensure quick and effective detection and response to information and cyber security incidents.

7. Provide the following information relating to data breaches:

- a. **Number of instances of data breaches**
0
- b. **Percentage of data breaches involving personally identifiable information of customers**
0%
- c. **Impact, if any, of the data breaches**
Not Applicable