

21st September, 2023

BSE Limited

P J Towers,
Dalal Street,
Mumbai – 400001

Scrip Code: 539254

National Stock Exchange of India Limited

Exchange plaza,
Bandra-Kurla Complex,
Bandra (E), Mumbai – 400051

Scrip Code: ADANIENSOL

Dear Sir,

Sub: Submission of Business Responsibility and Sustainability Report (BRSR)

With reference to the captioned matter, we are attaching herewith the BRSR report of our Company for the financial year ended on 31st March, 2023 in PDF mode.

You are requested to take the same on your records.

Thanking you,

Yours faithfully,

For **Adani Energy Solutions Limited**
(formerly known as Adani Transmission Limited)

Jaladhi Shukla
Company Secretary

Encl: as above

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|----|--|--|
| 1 | Corporate Identity Number (CIN) of the Listed Entity - | L40300GJ2013PLC077803 |
| 2 | Name of the Listed Entity | Adani Transmission Limited ("ATL / the Company") |
| 3 | Year of incorporation | 2013 |
| 4 | Registered office address | "Adani Corporate House", Shantigram, Near Vaishno Devi Circle, S. G. Highway, Khodiyar, Ahmedabad – 382421, Gujarat, India |
| 5 | Corporate address | "Adani Corporate House", Shantigram, Near Vaishno Devi Circle, S. G. Highway, Khodiyar, Ahmedabad – 382421, Gujarat, India. |
| 6 | E-mail | jaladhi.shukla@adani.com |
| 7 | Telephone | (91) 79 25555366 |
| 8 | Website | www.adanitransmission.com |
| 9 | Financial year for which reporting is being done | 1.04.2022 to 31.03.2023 |
| 10 | Name of the Stock Exchange(s) where shares are listed | BSE Limited (BSE) and National Stock Exchange of India Limited (NSE) |
| 11 | Paid-up Capital - | ₹1,115.49 Crore |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Name: Mr. Santosh Kumar Singh Designation: Chief Sustainability Officer Telephone Number: (079) 25557289 Email Id: cso.transmission@adani.com |
| 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). | Disclosures under this report are made on a consolidated basis. We have taken the business of Generation, Transmission and Distribution of Electricity. |

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---------|---|--|-----------------------------|
| 1. | Transmission services | Power transmission Services | 30% |
| 2 | Generation, Transmission and Distribution | Power Generation, Distribution and Transmission Services | 64% |

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

| Sr. No. | Product/Service | NIC Code | % of total Turnover contributed |
|---------|--|----------|---------------------------------|
| 1. | Electricity Generation, Transmission and distributions | 35106 | 94% |

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

| Location | Number of plants | Number of offices | Total |
|---------------|--|-------------------|-------|
| National | The entity has Pan India presence across 14 (Fourteen) states namely, Andhra Pradesh, Bihar, Chhattisgarh, Gujarat, Haryana, Jharkhand, Maharashtra, Madhya Pradesh, Rajasthan, Tamil Nadu, Telangana, Uttar Pradesh, West Bengal and Karnataka. | | |
| International | None | | |

17. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--|
| National (No. of States) | The entity has Pan India presence across 14 (Fourteen) states namely, Andhra Pradesh, Bihar, Chhattisgarh, Gujarat, Haryana, Jharkhand, Maharashtra, Madhya Pradesh, Rajasthan, Tamil Nadu, Telangana, Uttar Pradesh, West Bengal and Karnataka. |
| International (No. of Countries) | None |

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

The organisation has domestic turnover only.

c. A brief on type of customers

The Company works in both B2B (Power Generation and Transmission) and B2C business (Retail Electricity Distribution). The B2C business is done by Retail Electricity distribution arms of ATL i.e. Adani Electricity Mumbai Limited (AEML) and MPSEZ Utilities Limited (MUL).

IV. Employees**18. Details as at the end of Financial Year:**

a. Employees and workers (including differently abled):

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-------------|-------------|------------|------------|------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 2150 | 1945 | 90% | 205 | 10% |
| 2. | Other than Permanent (E) | 5 | 5 | 100% | 0 | 0% |
| 3. | Total employees (D + E) | 2155 | 1950 | 90% | 205 | 10% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 2852 | 2704 | 95% | 148 | 5% |
| 5. | Other than Permanent (G) | 4851 | 4755 | 98% | 96 | 2% |
| 6. | Total employees (F + G) | 7703 | 7459 | 97% | 244 | 3% |

b. Differently abled Employees and workers:

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|----------|-------------|----------|------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 5 | 4 | 80% | 1 | 20% |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total differently abled employees (D + E) | 5 | 4 | 80% | 1 | 20% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 2 | 2 | 100% | 0 | 0% |
| 5. | Other than permanent (G) | 0 | 0 | 0% | 0 | 0% |
| 6. | Total differently abled workers (F + G) | 2 | 2 | 100% | 0 | 0% |

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 7 | 2 | 29% |
| Key Management Personnel | 4 | 0 | 0% |

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

| Month | FY 2022-23 (Turnover rate in current FY) | | | FY 2021-22 (Turnover rate in previous FY) | | | FY 2020-21 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---|--------|-------|--|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 7.4% | 7.3% | 7.4% | 5.32% | 4.00% | 5.23% | 4.84% | 4.03% | 4.78% |
| Permanent Workers | 6.1% | 5.4% | 6.1% | NA | NA | NA | NA | NA | NA |

Note – During previous FY the permanent workers were considered under other than permanent workers.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|---|--|-----------------------------------|--|
| 1 | Adani Transmission (India) Limited | Subsidiary | 100% | Yes |
| 2 | Maharashtra Eastern Grid Power Transmission Co. Limited | Subsidiary | 100% | Yes |
| 3 | Sipat Transmission Limited | Subsidiary | 100% | Yes |
| 4 | Raipur-Rajnandgaon-Warora Transmission Limited (RRWTL) | Subsidiary | 100% | Yes |

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|--|--|-----------------------------------|--|
| 5 | Chhattisgarh-WR Transmission Limited | Subsidiary | 100% | Yes |
| 6 | Adani Transmission (Rajasthan) Limited | Subsidiary | 99.99% (Note 1) | Yes |
| 7 | North Karanpura Transco Limited | Subsidiary | 100% | Yes |
| 8 | Maru Transmission Service Company Limited | Subsidiary | 100% | Yes |
| 9 | Aravali Transmission Service Company Limited | Subsidiary | 100% | Yes |
| 10 | Hadoti Power Transmission Service Limited | Subsidiary | 100% | Yes |
| 11 | Barmer Power Transmission Service Limited | Subsidiary | 100% | Yes |
| 12 | Thar Power Transmission Service Limited | Subsidiary | 100% | Yes |
| 13 | Western Transco Power Limited | Subsidiary | 100% | Yes |
| 14 | Western Transmission (Gujarat) Limited | Subsidiary | 100% | Yes |
| 15 | Fatehgarh-Bhadla Transmission Limited | Subsidiary | 100% | Yes |
| 16 | Ghatampur Transmission Limited | Subsidiary | 100% | Yes |
| 17 | Adani Electricity Mumbai Limited | Subsidiary | 74.90% | Yes |
| 18 | Adani Electricity Navi Mumbai Limited (Formerly Known as AEML Infrastructure Limited) (AEML Infra) | Subsidiary | 100% | Yes |
| 19 | OBRA-C Badaun Transmission Limited | Subsidiary | 100% | Yes |
| 20 | Adani Transmission Bikaner Sikar Private Limited | Subsidiary | 99.99% (Note 1) | Yes |
| 21 | WRSS XXI (A) Transco Limited | Subsidiary | 100% | Yes |
| 22 | Bikaner Khetri Transco Limited | Subsidiary | 100% | Yes |
| 23 | Lakadia Banaskantha Transco Limited | Subsidiary | 100% | Yes |
| 24 | Jamkhambhaliya Transco Limited | Subsidiary | 100% | Yes |
| 25 | Arasan Infra Limited (Formerly Known as Arasan Infra Private Limited) (AIPL) | Subsidiary | 100% | Yes |
| 26 | Sunrays Infra Space Limited (Formerly Known as Sunrays Infra Space Private Limited) (SISPL) | Subsidiary | 100% | Yes |

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|---|--|-----------------------------------|--|
| 27 | Power Distribution Services Limited | Subsidiary | 74.90% | Yes |
| 28 | Adani Electricity Mumbai Infra Limited | Subsidiary | 100% | Yes |
| 29 | Kharghar Vikhroli Transmission Limited (KVTL) | Subsidiary | 100% | Yes |
| 30 | Alipurduar Transmission Limited | Subsidiary | 100 % (Note 2) | Yes |
| 31 | AEML Seepz Limited | Subsidiary | 100% | Yes |
| 32 | Adani Transmission Step One Limited | Subsidiary | 100% | Yes |
| 33 | Warora-Kurnool Transmission Limited | Subsidiary | 100% | Yes |
| 34 | ATL HVDC Limited | Subsidiary | 100% | Yes |
| 35 | MP Power Transmission Package-II Limited | Subsidiary | 100% | Yes |
| 36 | MPSEZ Utilities Limited | Subsidiary | 100% | Yes |
| 37 | Karur Transmission Limited | Subsidiary | 100% | Yes |
| 38 | Khavda-Bhuj Transmission Limited | Subsidiary | 100% | Yes |
| 39 | Adani Transmission Step-Two Limited | Subsidiary | 100% | Yes |
| 40 | Adani Transmission Mahan Limited | Subsidiary | 100% | Yes |
| 41 | Adani Electricity Jewar Limited | Subsidiary | 100% | Yes |
| 42 | BEST Smart Metering Limited | Subsidiary | 100% | Yes |
| 43 | Adani Cooling Solutions Limited | Subsidiary | 100% | Yes |
| 44 | WRSR Power Transmission Limited | Subsidiary | 100% | Yes |
| 45 | Adani Transmission Step-Three Limited | Subsidiary | 100% | Yes |
| 46 | Adani Transmission Step-Four Limited | Subsidiary | 100% | Yes |
| 47 | Adani Transmission Step-Five Limited | Subsidiary | 100% | Yes |
| 48 | Adani Transmission Step-Six Limited | Subsidiary | 100% | Yes |
| 49 | Adani Transmission Step-Seven Limited | Subsidiary | 100% | Yes |
| 50 | Adani Transmission Step-Eighth Limited | Subsidiary | 100% | Yes |
| 51 | Adani Transmission Step-Nine Limited (Now Known as NE Smart Metering Limited) | Subsidiary | 100% | Yes |
| 52 | Adani Electricity Aurangabad Limited | Subsidiary | 100% | Yes |

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|---|--|-----------------------------------|--|
| 53 | Adani Electricity Nashik Limited | Subsidiary | 100% | Yes |
| 54 | Khavda II-A Transmission Limited | Subsidiary | 100% | Yes |
| 55 | Adani Green Energy Thirty Limited | Subsidiary | 100% | Yes |
| 56 | Adani-LCC JV | Partnership firm | 20% | No |

Note 1 - Adani Transmission (Rajasthan) Limited (ATRL) and Adani Transmission Bikaner Sikar Private Limited (ATBSPL) have entered into a contract (Transmission Service Agreement) with Rajasthan Rajya Vidyut Prasaran Nigam Limited (RRVPL) providing for the issue and allotment of one non-transferable equity share of ATRL and ATBSPL (the "Golden Share") in favour of the RRVPL.

Note 2 - The Adani Transmission Ltd has signed definitive agreements with Kalpataru Power Transmission Limited (KPTL) on 5th July 2020 for acquisition of Alipurduar Transmission Ltd. ("APTL") in a manner consistent with Transmission Service Agreement and applicable consents. The Group has already acquired of 49% Equity Shares of Alipurduar Transmission Limited ("APTL") and during the year 2022-23, the Group has further acquired additional 25% equity shares of APTL from KPTL in a manner consistent with Transmission Service Agreement and applicable consents.

Further, the balance 26% equity shares of APTL will be acquired from KPTL after obtaining requisite approvals.

VI.

CSR Details

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

Response

Yes

(ii) Turnover (in ₹.) for CSR at ATL standalone

₹ 688.00 Cr.

(iii) Net worth (in ₹)

₹ 10326.65 Cr.

VII. Transparency and Disclosures Compliances

23. 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 redressal policy) | Current Financial Year (FY 2022-23) | | | Previous Financial Year (FY 2021-22) | | |
|---|---|--|--|--------------|--|--|---------|
| | | 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 | NA | 0 | 0 | NA |
| Investors (other than shareholders) | Yes | 0 | 0 | NA | 0 | 0 | NA |
| Shareholders | Yes | 0 | 0 | NA | 0 | 0 | NA |
| Employees and workers | Yes | 171 | 64 | Refer note 1 | 0 | 0 | NA |
| Customers | Yes | 65696 | 383 | Refer note 2 | 0 | 0 | NA |
| Value Chain Partners | Yes | 0 | 0 | NA | 0 | 0 | NA |
| Other (please specify) | Yes | 0 | 0 | NA | 0 | 0 | NA |

Note 1: All grievances out of purview of the divisional level are escalated to the quarterly Apex Works Committee consisting of business heads of various business verticals and equal number of various union General Secretaries/Vice Presidents

Note 2: Cases which are pending have been registered in the last week of March 23 & are within their defined TAT (Turnaround Time). Zero Pending as on date 25th April 2023

24. 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

| Sr. 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) |
|---------|---------------------------------------|--|---|--|--|
| 1. | Biodiversity Conservation | Risk | Reducing the impact of business operation on biodiversity and focus on optimisation of natural resources. | ATL works to build partnerships and work constructively with stakeholders, assess its impacts on key biodiversity issues and make decisions after considering the biodiversity impacts. By adopting a dedicated biodiversity policy and becoming a signatory to the Insolvency and Bankruptcy Board of India (IBBI), ATL has strengthened its commitment to being a responsible corporate citizen in the field of biodiversity. As per the policy, ATL has set a target to become "Net Positive" in terms of biodiversity by FY 2024-25. | Positive Implication - Risk of escalation in project cost. Example - Route diversion for protecting biodiversity or proactively planning the routes with minimal biodiversity impacts, helps us optimize the project cost.(Fatehgarh Transmission Line in state of Rajasthan for GIB) Additionally a study has been conducted by CII for 3 season Biodiversity Assessment at Dahanu resulting in mangrove plantation program. Enhance biodiversity at our substations through greening of substation program introducing 17 biodiversity species and plan to cover 4.5million by 2030. |
| 2. | Climate Change (Energy and Emissions) | Risk & opportunity | Climate Change poses one of the biggest threat to our business continuity. Climate adaptation and mitigation are key to building a future-ready organisation. | The Governing Policies on Environment and Sustainability defines the process for measuring monitoring and reducing the Company's environmental impact. | Negative Implication- Select Stakeholders demanding phasing out of thermal power plant. Positive Implication- Opportunity to tap renewable power for business continuity & sustainable growth. |

| Sr. 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) |
|---------|----------------------------|--|--|--|--|
| 3. | Water Stewardship | Risk & opportunity | Water is a shared resource, making it important for businesses to use it responsibly. Ensuring responsible consumption is key to the business social license to operate and ensure a sustainable planet for all. | Focusing on Company's Net Water Neutrality by increasing the number of Rainwater Harvesting Ponds reduces the dependency on freshwater. | Negative Implication- 26 of 31 operational assets currently falls under extremely high water stress region. Positive Implication- Though transmission business is not water intensive, still adoption of Rain water harvesting ponds and recharge wells, enhancing brand image of the company and improving social license to operate. |
| 4. | Business ethics and values | Risk | Ethical conduct, integrity and transparent two-way communication with stakeholders is integral to ensuring regulatory compliance and building stakeholder trust. | The Company has instituted several policies and procedures on business ethics, integrity, and transparency. Annual internal audits are being conducted to review the effective implementation of policies. | Negative Impact - In order to maintain and build trust among investors and other stakeholders, enhancing brand value business ethics and values plays a critical role, if not adhered, credibility and transparency will be lost, impacting the revenue and growth prospects. |

| Sr. 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) |
|---------|---------------------------------------|--|---|---|---|
| 5 | Occupational Health and Safety | Risk | Failure to ensure employee health, safety and well-being can negatively impact the productivity. This can consequently affect our business operations, customer satisfaction and profitability. | Our goal is to promote safe working environment and ensure Zero harm. We provide safety trainings to employees and workers on regular basis to ensure their holistic well- being. | Negative Implication- Loss of skilled man-hours required for installation, commissioning, operation, and maintenance of assets. This can consequently affect our business operations, customer satisfaction and profitability. |
| 6 | Customer orientation and satisfaction | Opportunity | High levels of customer satisfaction are integral for ensuring a resilient business that thrives in an increasingly-competitive landscape. | | Positive Implication- Building Customer confidence enhances new business opportunities. The Company has instituted a robust customer feedback mechanism. Regular interactions are undertaken with the customers to understand the needs and to ensure that the offerings and customer service are up to the mark and their inputs are incorporated during decision making for new business opportunities. |
| 7 | Employee Engagement | Opportunity | Regularly engaging with employees ensures high retention rate and employee satisfaction. This decreases employee turnover and increases the workforce effectiveness. | - | Positive Implication- Aligning the business values and purpose leading to Productivity Improvement and talent retention & attraction. |

| Disclosure | P | P | P | P | P | P | P | P | P |
|---|---|---|---|---|---|---|---|---|---|
| Questions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <p>ISO 9001:2015 for Quality Management System ISO 14001:2015 for Environment Management System ISO 26000:2010 for Social Responsibility ISO 27031:2011 for Information and Communication Technology (ICT) Readiness for business continuity ISO 45001:2018 for Occupational Health and Safety ISO 50001:2018 for Energy Management System ISO 55001:2014 for Asset Management System ISO 27001:2013 for Information Security Management System ISO 22301:2019 for Business Continuity Management System https://www.adanitransmission.com/investors/corporate-governance</p> | | | | | | | | |
| 5. Specific commitments, goals, and targets set by the entity with defined timelines, if any. | <p>1) Board Governance as per world best practices 2) To be in Top-10 companies globally for ESG benchmarking of Electric Utility Sector by FY 2024-25 by avoiding GHG emissions through sourcing renewable energy and building supporting infrastructure- 60% renewable in total electricity distribution by ATL-AEML by 2027. 4) Emission intensity target in line with India's Nationally Determined Contributions (NDCs) and performance disclosures in public domain 5) Committed to Health and Safety of workforce with Zero Harm and Zero Leak objective by bringing Leadership commitment, Uniform deployment of safety standards and procedures, Capacity building, Systems and Processes 6) IT – enablement of Adani Energy Vertical ESG framework by FY 2023-24 under O&M phase by 2024-25 9) Integrate with Management Systems in the company to conduct business with no net loss to biodiversity and 100% alignment with India Business Biodiversity Initiative (IBBI) and public disclosures by 2023-24 10) Building green supply chain by integration of Associates for 100% of critical supplies by 2023-24 11) Systematic Materiality Assessment and integration with Management Systems in the company 12) Inclusive growth including communities by undertaking CSR initiatives aligned with business impacts to leave positive footprints and societal happiness</p> | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met. | <p>Key Performance targets across EGS parameters are set internally and monitored and acted upon continuously.</p> | | | | | | | | |

Section C: Principle wise performance

PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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 | % of persons in respective category covered by the awareness programme |
|-----------------------------------|--|---|--|
| Board of Directors | 01 | • Regulations and concession agreement | 100% (Independent directors) |
| | | • Employee wellbeing, Korn Ferry's Four-Dimensional Executive Assessment | |
| | | • Environmental wellbeing and sustainable services, sustainability and inclusive growth | |
| | | • Service quality, marketing for imported coal | |
| Key Managerial Personnel | 44 | • Adani Cyber Security Awareness course | 96% |
| | | • POSH & Gender Sensitization | |
| | | • Insider Trading - Adani Group | |
| | | • Introduction to ESG | |
| | | • Safety Trainings | |
| Employees other than BoD and KMPs | 447 | • Adani Cyber Security Awareness course | 76% |
| | | • POSH & Gender Sensitization | |
| | | • Insider Trading - Adani Group | |
| | | • Introduction to ESG | |
| | | • Employee Volunteering with 'Be a Swachhagrahi - Create a Culture of Cleanliness' | |
| | | • Safety Trainings | |
| | | • Prevention of Sexual Harassment | |
| | | • Health & Wellbeing | |
| | | • Ethics | |
| | | • Safety Training | |
| | | • Functional & Technical Training | |
| Workers | 29 | • Safety, Technical & Behavioral Training | 72% |

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 regulatory/ enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine | Nil | Nil | Nil | Nil | Nil |

| Monetary | | | | | |
|-----------------|-----|-----|-----|-----|-----|
| Settlement | Nil | Nil | Nil | Nil | Nil |
| Compounding Fee | Nil | Nil | Nil | Nil | Nil |

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

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 | 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 Company has an Anti-Corruption and Anti-Bribery policy in place.

Weblink: (<https://www.adanitransmission.com/-/media/Project/Transmission/CorporateGovernance/Corporate-Policies-related-to-Good-Governance/ATL-Anti-Corruption--Anti-Bribery-Policy.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:

| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|-----------|--|---|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |
| Workers | Nil | Nil |

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

| | FY 2022-23 (Current Financial Year) | | FY 2021-22 (Previous Financial Year) | |
|--|--|---------|---|---------|
| | Number | Remarks | Number | Remarks |
| Number of Complaints received in relation to issues of Conflict of Interest of the Directors | Nil | Nil | Nil | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | Nil | Nil | Nil |

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.

There were zero cases of corruption and Conflict of Interest in the reporting year and as a result there were no fines, penalties or corrective actions taken against the entity by any legislative or judicial institutions.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

| Total number of awareness programmes held | Topics / principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|---|
| 1 | Contractor Safety Management | 41% |
| 10 | Environmental Aspect (Climate Change, Water stewardship etc) | 45% |
| 22 | Safety trainings to service contractors | 100% for eligible contractors |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, we have laid down guidelines to manage or avoid conflict of interest involving members of the Board. These guidelines are incorporated in the organisation's Code of Conduct for Board Members and Senior Management. All applicable members are expected to dedicate their best efforts and decisions to advance the Company's interests. Any situation that involves or reasonably expected to involve in a conflict of interest shall be promptly reported. The COC covers the following aspects of Conflict of Interest:

- Corporate Business Opportunity
- Payment or gift from others
- Company property
- Confidential Information

Weblink for 'Code of Conduct for Board of Directors and Senior Management of the Company' - (<https://www.adanitransmission.com/-/media/Project/Transmission/Investor/documents/Policies/A29-ATL-Code-of-Conduct-for-Board-and-Senior-Management--dtd-04012020.pdf>)

PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1 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.

| | Current financial Year (FY 2022-23) | Previous financial Year (FY 2021-22) | Details of improvements in environmental and social impacts |
|-------|-------------------------------------|--------------------------------------|---|
| R&D | Rs 31.42 Lakh | Rs 31.98 Lakh | Major Details of Improvements: <ul style="list-style-type: none"> • Enhancement of Safety Measures by technology intervention • Installation of Water Meter for Water consumption measurement and further reduction • Use of UAV (Unmanned Aerial Vehicle) for Transmission Line Inspection which reduces the manual patrolling and save fuel consumption. • Solar Rooftop systems |
| Capex | Rs 141 Lakh | Rs 440 Lakh | |

2 a. Does the entity have procedures in place for sustainable sourcing?

Yes

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

Yes, our supply chain management policy effectively governs our sustainable supply chain management practices. We ensure that our supplier selection process integrates the prerequisites of sustainability. Our supplier code of conduct acts as a framework for assessing and disseminating company's

requirements, values and culture to suppliers. We also encourage our suppliers to adhere to social and environmental standards such as SA 8000, ISO 14001, and ISO 45001. Moreover, we have also devised a supplier screening and risk assessment programme which serves as an initiatory requirement in our vendor onboarding process. In addition to the regulatory and qualitative aspects, our supplier assessment scorecard also incorporates ESG aspects for screening and prequalification of our suppliers. We have classified our suppliers and identified them as critical based on value of business and nature of supply. Further, our supplier screening framework is used to assess the identified critical suppliers on predefined ESG parameter which act as a key enabler on our Responsible Supply Chain journey.

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.

Due to the nature of our operations, the scope is limited for safely reclaiming products for reuse, recycle and disposal at the end of life. However, we have defined processes for managing waste at our operational sites.

All the hazardous waste generated across our premises is handled, segregated, stored and transported in accordance with applicable regulatory requirements and best industry practices.

All the hazardous waste is disposed of in an environmentally sound manner through authorised vendors. Additionally, the non-hazardous waste generated at our premises comprises of scrap metal, wood waste, glass, tyres, e-waste, cardboard, and paper are sold and auctioned. With our consistent efforts in reduction of waste generation, 99% of our operations (under O&M phase) have been certified as Zero Waste to Landfill sites.

Furthermore, in alignment with the UNSDG 12- Responsible Consumption and Production, we have devised the following targets:

- Zero waste to landfill across all its sites by FY 2024-25
- Becoming a Single Use Plastic (SUP) free company

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 Extended Producer Responsibility (EPR) is not applicable owing to the Company's nature of business (electricity transmission)

Owing to the nature of the Company's service offerings, EPR is not applicable to the Company.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing Industry) or for its services (for service industry)? If yes, provide details in the following format?

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--|---|--|
|----------|---------------------------|---------------------------------|--|---|--|

Not applicable.

However, ATL takes proactive steps to avoid any significant environmental & or social impact from ash produced from power generation @ Dahanu

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product/Service | Description of the risk/concern | Action taken |
|-------------------------|---------------------------------|--------------|
|-------------------------|---------------------------------|--------------|

Not applicable.

However, ATL takes proactive steps to avoid any significant environmental & or social impact from ash produced from power generation @ Dahanu

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input Material | Recycled or re-used input material to total material | |
|-------------------------|--|---------------------------------------|
| | FY 2022-23 Current Financial Year | FY 2021-22 Previous Financial Year |
| Steel | 37% of total steel* | 37% of total steel* |

* as per CRISIL Research report 2022, India Steel average scrap content = 37%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

| | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|--------------------------------|--|----------|-----------------|---------------------------------------|----------|-----------------|
| | Re-used | Recycled | Safely Disposed | Re-used | Recycled | Safely Disposed |
| Plastics (including packaging) | Owing to the nature of the Company's service offerings (electricity), packaging is not applicable to the Company. Nor the service has any end of of life impact on environment or society. ATL takes all preventive measures to avoid any significant social or environmental impact. ATL is certified for Zero Waste to Landfill by third party (M/s Intertek). | | | | | |
| E-waste | | | | | | |
| Hazardous waste | | | | | | |
| Other Waste | | | | | | |

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
|---------------------------|---|

Not applicable.

Owing to the nature of the Company's service offerings (electricity), packaging is not applicable to the Company. Nor the service has any end of of life impact on environment or society. ATL takes all preventive measures to avoid any significant social or environmental impact. ATL is certified for Zero Waste to Landfill by third party (M/s Intertek).

PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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 | 1945 | 1945 | 100% | 1945 | 100% | 0 | 0% | 559 | 29% | 0 | 0% |
| Female | 205 | 205 | 100% | 205 | 100% | 205 | 100% | 0 | 0% | 0 | 0% |
| Total | 2150 | 2150 | 100% | 2150 | 100% | 205 | 10% | 559 | 26% | 0 | 0% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 5 | 5 | 100% | 5 | 100% | 0 | 0% | 5 | 100% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Total | 5 | 5 | 100% | 5 | 100% | 0 | 0% | 5 | 100% | 0 | 0% |

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

| Category | % of workers 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 | 2704 | 2704 | 100% | 2704 | 100% | 0 | 0% | 0 | 0% | 0 | 0 |
| Female | 148 | 148 | 100% | 148 | 100% | 148 | 100% | 0 | 0% | 0 | 0 |
| Total | 2852 | 2852 | 100% | 2852 | 100% | 148 | 5% | 0 | 0% | 0 | 0 |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 4755 | 3814 | 80% | 3814 | 80% | 0 | 0% | 0 | 0% | 0 | 0 |
| Female | 96 | 66 | 69% | 66 | 69% | 96 | 100% | 0 | 0% | 0 | 0 |
| Total | 4851 | 3880 | 80% | 3880 | 80% | 96 | 2% | 0 | 0% | 0 | 0 |

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

| Benefits | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|-------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | No. of workers covered as a % of total workers | 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* | NA | 100% | Y | NA | 100% | Y |
| Others – please specify | NA | NA | NA | NA | NA | 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.

In conformance with our Diversity, Equality, and Inclusion policy as well as the Code of Conduct, we are an equal opportunity employer and ensure that we fulfill the requirements of the Right of Persons with Disabilities Act, 2016. We provide our employees with the requisite infrastructure to address accessibility of workplaces for differently abled. For example, we have the provision of ramps and dedicated toilets at all office locations and elevators with braille sign for visually impaired.

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, our Diversity, Equity and Inclusion policy showcase our commitment on equal opportunity. Our unwavering commitment of delivering value while nurturing and promoting diversity across our operation aids in promoting an environment of trust, empathy and mutual respect.

Weblink: <https://www.adanitransmission.com/-/media/Project/Transmission/CorporateGovernance/Corporate-Policies-related-to-Good-Governance/Diversity-Policy-for-Adani-Transmission.pdf>

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 | NA | NA |
| Female | 100 | 100 | NA | NA |
| Total | 100 | 100 | NA | NA |

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 | Yes. grievances are handled through works committee, "Charter of Demand" and Consultation with Representatives |
| Other than Permanent Workers | Yes. Works Committee for Grievance Redressal. Various internal committees for resolving day to day operations i.e., Canteen, Safety and Cultural committees. |
| Permanent Employees | Yes. Adani Grievance Management System Employees can report their grievances to their BU HR Teams initially. In case the resolution is not satisfactory, then a grievance can be raised through the tool. The Grievance Redressal Committee protects and safeguards the confidentiality of the aggrieved employees. |
| Other than Permanent Employees | Yes. Applicable same as Permanent employees |

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|----------------------------------|--|--|-------------|---|--|------------|
| | 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 | 2150 | 0 | 0% | 5105 | 3027 | 59% |
| - Male | 1945 | 0 | 0% | 4768 | 2871 | 60% |
| - Female | 205 | 0 | 0% | 377 | 156 | 46% |
| Total Permanent Workers | 2852 | 2852 | 100% | 0 | 0 | 0 |
| - Male | 2704 | 2704 | 100% | 0 | 0 | 0 |
| - Female | 148 | 148 | 100% | 0 | 0 | 0 |

Note - In FY 2021 – 22 Permanent workers considered under Permanent Employees

8. Details of training given to employees and workers:

| Category | FY 2022-23 | | | | | FY 2021-22 | | | | |
|------------------|--------------|-------------------------------|------------|----------------------|------------|--------------|-------------------------------|------------|----------------------|------------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 2,367 | 1,463 | 62% | 1,914 | 81% | 2,514 | 1,403 | 56% | 2,192 | 87% |
| Female | 818 | 377 | 46% | 490 | 60% | 209 | 133 | 64% | 194 | 93% |
| Total | 3,185 | 1,840 | 58% | 2,404 | 75% | 2,723 | 1,536 | 56% | 2,386 | 88% |
| Workers | | | | | | | | | | |
| Male | 1,992 | 1,841 | 92% | 273 | 14% | 576 | 229 | 40% | 458 | 80% |
| Female | 78 | 72 | 92% | 12 | 15% | 47 | 25 | 53% | 18 | 38% |
| Total | 2,070 | 1,913 | 92% | 285 | 14% | 623 | 254 | 41% | 476 | 76% |

Note: FY2021-22 numbers revised for training with active head count against total training provided previous year.

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

| Category | FY 2022-23 | | | FY 2021-22 | | |
|------------------|--------------|--------------|-------------|--------------|--------------|------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 1,950 | 1,930 | 99% | 4,768 | 4,763 | 99% |
| Female | 205 | 203 | 99% | 337 | 335 | 99% |
| Total | 2,155 | 2,133 | 99% | 5,105 | 5,098 | 99% |
| Workers | | | | | | |
| Male | 2,704 | 2,704 | 100% | 0 | 0 | 0% |
| Female | 148 | 148 | 100% | 0 | 0 | 0% |
| Total | 2,852 | 2,852 | 100% | 0 | 0 | 0% |

Note: In FY 2021 – 22 Permanent workers considered under Permanent Employees

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

Yes, at ATL, we strive to provide a safe and healthy working environment to our employees and contract workers. The majority of risks for our business arise from high voltage substations, height work activities, road related incidents and construction activities. We are an ISO 45001:2018 certified organisation and work meticulously to achieve the target of zero fatalities. We conduct an in-depth inquiry into lost time incidents and fatalities to track, monitor, prevent, and mitigate the causes with immediate effect.

We have undertaken several initiatives such as Safe Eye (induction for recruits), Safe Connect (periodic corporate conference call to share safety practices), Safe Alert (Health, Safety and Environment alerts) , Monthly Safety Quiz Series" (MSQS) based on Group Safety Standards. These initiatives are conducted twice a month. Furthermore, Safe Library (online content library, Daily morning meeting with O&M Team and Weekly morning meeting with Projects team is conducted to discuss the various incidents reported across the group. Take away's from these incidents are extracted and tracked on daily basis. In addition to the aforementioned, we conduct periodic safety audits of under-construction and operational sites.

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

At ATL, we identify work-related hazards and assess risks by conducting a Hazard Identification and Risk Assessment (HIRA), Vulnerabilities Risk Assessment (VSR), and using safety checks and assurance (SCA). We also conduct safety risk field audits (SFRA) frequently. Our processes include:

- Conduction of Hazard identification and Risk assessment for all maintenance activities. The awareness about the controls to mitigate the risk, is created among the workers before starting of maintenance activity through Job Safety Analysis (JSA), Safety Interaction (SI) Implementations.
- Provision of the safety protocols for all critical activities posing high potential risk. This protocol is signed by senior member's team consisting of representatives from Operation, Safety and Maintenance department.
- Carrying of Operation & Maintenance activities using defined Permit to Work (PTW) & Lock Out Tag Out (LOTO) system
- SRFA – Conduction of Safety risk field audit periodically to know the status of Contractor / Sub Contractors safety implementation at site during work and find out deviations (if any).
- Acquiring additional permits on daily basis for monitoring of Height, confined space, Work under water Bodies, Hot Work, etc.
- Formation of CFT for monitoring overhauling activity and any long-term critical activity.
- Closure of recommendations of CFT Safety audits, on priority and ensuring close loop of implementation
- Strict Compliance of Life Saving Safety Rules (LSSR) during job execution with use of Video Analytics System for close monitoring.
- Conduction of Safety monthly Audit, Protocol for critical plant process such as Hydrogen/Chlorination plant/Chemical storage
- Conduction of external safety audit as per statutory requirements.

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

Yes, at ATL, we have adopted a group-wide Safety Standard for Incident Reporting and Investigation for assessing safety incidents as well as to prevent its recurrence in the future. The Safety Incident Reporting, Classification, and Investigation Standard sets the organisation's safety requirements and has been upheld as Life Saving Safety Rules. The incident investigation process contributes to the continuous improvement of safety systems and performance by identifying and implementing actions to prevent an incident recurrence and promoting an atmosphere of openness by improving communications and understanding about the incident. At ATL, the COO meets every worker from each Departments on 10th & 30th of every month to discuss hazards they faced while working, also Cross functional Safety Samwad is conducted all plant seniors with workers in 12 Locations of plant. Additionally, all executives regularly inquire about the safety on the premises across all the locations.

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

Yes, the employees and workers have access to non-occupational medical and healthcare services.

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

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|--|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.88 | 0.86 |
| | Workers | 0.15 | |
| Total | Employees | 107 | 74 |
| | Workers | 17 | 42 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 3 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

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

We have a robust safety governance structure and comply with all applicable health and safety standards. We provide our employees and workers an opportunity to actively engage, participate, and provide their feedback on how to improve our health and safety practices.

At ATL, we provide our employees and workers safety trainings as follows:

- 100% safety induction training to the newly appointed contractor safety workers
- Training on working at height and electrical safety by competent authority and regular training through T&CB taskforces.
- Knowledge management sessions to translate knowledge from departmental level to plant level through yearly Training calendar by TTC.
- Suraksha samwad for O&M workers by Senior leaders for guiding about safety concern, issues, awareness.
- Toolbox talks by site engineers, for workers engaged in work activity. All workmen are made aware about the risk involved in maintenance activity being carried out.
- Technical sessions at TTC.

Moreover, to ensure safe and healthy workplace, we carry out the following activities:

- Daily morning meeting with O&M Team and Weekly morning meeting with Projects team is conducted to discuss the various incidents reported across the group. Take away's from these incidents are extracted and tracked on daily basis.
- Monthly Safety Quiz Series" (MSQS) to conduct based on Group Safety Standards, and it is supposed to be conducted twice in every month
- The workers working at height are physically and medically checked by safety department and OHC and are issued Height pass.
- Safe Connect: On monthly basis all the employees are connected in group talk through MS Teams wherever they are located. This two-way communication enables employees to discuss the focus area, efforts done for safety excellence and performance sharing.
- Safe Alert: Preparation and Circulation of HSE alerts on the Observation analysis, Incidents happened outside and across our organisation.
- VSR: Analysis of Adani Group's risk exposure to identify vulnerable risks and unsafe conditions that may cause incidents with severity 4/5.
- Safety Risk Field Audits (SRFA) are carried out across all the sites on weekly basis to evaluate the Safety Performance Index of an overall site.
- Audits: As a part of assurance, regular site safety audits are being done at ATL including internal, cross functional and external as well.
- SPIS: The management of health and safety against previous targets and industry benchmarks is ensured by Safety Performance Indicator Scorecard (SPIS) through lagging indicators, Assurance & Leadership.
- Critical Vulnerability Factors (CVF's) based on various High potential incidents are defined and status of its implementation is tracked on monthly basis.
- Business Safety Council Meeting is being conducted on once in two-month basis for discussion on defined taskforce KPI's of various safety aspects at business level.
- LSSR - LSSR are identified and displayed at prominent location within department. All employees are regularly reading the same & implement the actions in day-to-day work. LSSR Videos developed in house and same shown to AMC workers during their schedule Training.
- Displaying safety awareness sign boards at Prominent Locations.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------|-----------------------|---------------------------------------|--|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 6 | 0 | Health & Safety concerns are regularly discussed in Zonal Safety meetings and Joint Safety Committee meetings. Complaints on working conditions, health & safety are attended through Safety Improvement plan in system. | 0 | 0 | NA |
| Health & Safety | 4 | 0 | | 0 | 0 | NA |

14. Assessments for the year:

| | % of your 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.

At ATL, we have undertaken the following initiatives to safeguard our employees and workers from any significant risks or concerns arising from the working conditions:

- Usage of safety net and a rescue kit has been mandated for all workers working at height as a second line of protection.
- All the T&P's, PP Rope, lifting accessories etc are made to be critically inspected prior to start of work.
- Use of New Generation Hydra vehicle with improved safety features i.e. improved visibility for operator, use of Wheel Guards, improved balancing of vehicle to avoid toppling instance has been made mandated at all sites and use of old generation hydra is banned.
- Explored the Technology based solution to monitor various safety statistics of two (02) and four (04) wheelers plying across different locations with an aim to bring down the Vehicular accidents.
- Training has been conducted on height work standard and height work rescue from certified agency before deployment a worker work at height.
- Safety Improvement with Technological Intervention by providing in house Development of Hot Water Temperature Control at Canteen after very High Temperature water was observed.
- In House Safety Improvement by providing safe load operation for wheel Loader.
- Safety Enhancement by Eliminating working at Height by relocating Air supply Isolation valve of Duct Hopper at Ground floor.
- Safety Improvement by providing 24-volt base portable siren while working in confine space.
- Provision of Fire Detection Alarm at EV charging station near Admin Building after Drivers suggestions.
- Safety Enhancement of Chlorine Leak Detectors by providing data at PCR for close monitoring in case of Chlorine Gas Emergency.
- Linking of Railway signal with level crossing gate (East) at Railway Bridge.
- Provision of Camera for Mill Internal Inspection to Eliminate confine space Hazards.
- Inhouse Development of Safety Model to demonstrate safety measures to be taken below 220kv EHV lines.

- In Adequate approach at Take up pully Platform of Conveyor 9A/B ladder attended.
- Procurement of LT live cable detection tool
- Procurement of Stretchers
- Provision of VRD to welding machines

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)**

Yes for Employees and extended the benefits to workers as per the Death Benevolent Policy w.e.f 1st April 2023

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company has adequate mechanisms to ensure that requisite statutory dues, as applicable to the transactions of the Company with its value chain partners, are deducted and deposited in accordance applicable regulations and reviewed as per regular audit processes. The Company also collects necessary certificates and proofs from its contractors with respect to payment of statutory dues relating to contractual employees and workers. The Company expects its value chain partners to behave ethically and with integrity in all its business transactions and uphold standards of fair business practices.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|--|---|--|
| | FY 2022-23 Current Financial Year | FY 2021-22 Previous Financial Year | FY 2022-23 Current Financial Year | FY 2021-22 Previous Financial Year |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 3 | 0 | 0 | 0 |

- 4 **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes, we have a provision of outplacement assistance services and personal finance management. Further, we have signed a contract with M/s LHH, a leading outplacement agency for providing career opportunities to employees who opt for it in order to facilitate continued employability.

- 5 **Details on assessment of value chain partners:**

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | 100% |
| Working Conditions | 100% |

- 6 **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not applicable

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.**

To create long-term value for our stakeholders, we comprehend that engagement with stakeholders is of paramount importance for us. Our engagement aids in understanding the needs of our stakeholders, working with them to minimise risks, maintaining social legitimacy, improving credibility, and gaining their trust. At ATL, we have identified our stakeholders as groups and individuals who have the ability to influence and/ or be impacted by our operations or activities, change in technology, regulations, market, and societal trends either directly or indirectly. The identified group of stakeholders comprises of communities, employees, supply chain partners, customers, investors, regulators, and civil society organisations. We are committed to engage openly and authentically with our stakeholders to enhance cooperation and mutual support for a sustainable relationship.

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 & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS Newspaper, Pamphlets, Advertisement, community meetings, Notice Board, Website), other | 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 | • Performance appraisal | Continuous, monthly, half-yearly and need- based | • Respect and dignity |
| | | • Newsletters | | • Non-discrimination and fair treatment |
| | | • HR online surveys | | • Talent management, learning and skill development |
| | | • Emails | | • Career planning and growth |
| | | • Town Hall / open-house meetings | | • Work-life balance |
| | | • Health, Safety and Environment (HSE) committee meetings and safety alerts | | • Work environment |
| | | • Apex meetings | | • Health and safety |
| | | • Policy communication | | • Fair remuneration, job clarity and job security |
| | | • Portal/intranet | | • Grievance redressal |
| | | • Get-togethers | | • Proactive communication |
| | | • Co-created HR policy | | • Ethical behavior |
| | | • HR connects | | |
| | | • Open-door policy | | |
| • Online survey | | | | |

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS Newspaper, Pamphlets, Advertisement, community meetings, Notice Board, Website), other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--|---|--|--|---|
| Shareholders and investors | No | • Annual Reports | Quarterly, Annual, and need-based | • Compliance to laws and regulatory requirements |
| | | • Sustainability Reports | | • Return on investment/ dividend |
| | | • Annual General Meetings | | • Timely interest and debt repayment |
| | | • Communication to stock exchanges | | • Social and environment performance |
| | | • Investor engagements | | • Company strategies |
| | | • Quarterly conference calls | | • Corporate governance |
| | | • Rating agency notes | | • Timely communication |
| | | • Engagement with research analysts | | • Anti-corruption and ethical behavior |
| Governments, Local Administration and Statutory and Regulatory Authorities | No | • Emails | Continuous, Need based | • Conformity to contractual |
| | | • In-person meetings/letters | | • conditions, SLAs and availability |
| | | • Telephone calls | | • Compliance with regulatory requirements |
| | | • Progress and performance reports | | • Grievance redressal |
| | | • Feedback call from the CEO's office | | • Anti-corruption and ethical behavior |
| | | • 24x7 call center | | • System availability |
| | | • Chatbot | | • Uninterrupted power supply |
| | | Touch Point/Kiosk | | Safe product |
| | | • Emails | | • Compliance and taxes |
| | | • In-person meetings/letters | | • Timely responses to queries |
| | | • Telephone calls | | • Anti-corruption |
| | | • Progress and performance reports | | • Disaster and relief management |
| | | • Petitions | | • System reliability |
| • Accident incident reports | • CSR | | | |
| • Returns under applicable laws | • Cyber security management | | | |
| | • Information security management | | | |

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS Newspaper, Pamphlets, Advertisement, community meetings, Notice Board, Website), other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others- please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|--|--|---|
| Engineering, Procurement and Construction (EPC) and Supply Chain Partners | No | • Contract/general conditions of contract audits | Continuous, Need based | • Fairness and transparency in contractual processes |
| | | • Feedback and evaluation reports | | • Competence development of supply chain partners |
| | | • Vendors/ partners meet | | • Security at workplace |
| | | • In-person meetings | | • Timely payment and honoring commitments |
| | | • Toolbox talks | | • Long-term association |
| | | • HSE meetings | | • Clarity in terms and conditions |
| | | • Emergency response drills | | • Guidance and co- ordination related to quality, environment, health, and safety at site |
| | | • Progress reports | | • Anti-corruption and ethical behaviour |
| | | • Monthly meetings | | |
| • Online survey | | | | |
| Local Communities, NGOs and General Public | Yes | • Community engagement and local community meetings | Continuous, Need based | • Social need identification and community welfare |
| | | • Newspapers and CSR volunteers | | • Grievance redressal |
| | | • Hoardings | | • Fair process and evaluation of any losses and compensation |
| | | • One-on-one meetings with farmers | | • Proactive communication |
| | | • Gram Panchayat / Gram Sabha | | • Environmental protection and nonpollution |
| | | • Sustainability Reports Focused group discussion | | • Indigenous rights Emergency response and disaster management |

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The company endeavours to incorporate sustainability aspects into all its systems and processes. Respective functional heads engage with the stakeholders on various topics and the relevant feedback from such consultation is provided to the Board for any concern related to economic, environmental, and social topics. Our mailing portal aids in addressing the concerns of our vendors and customers. Our employees use the grievance management system for raising their concerns and grievances which are addressed.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, our material issues are identified based on our engagement with our stakeholders. We have set bold

aspirations towards our sustainable journey and our sustainability goals.

- Saksham: Providing training to women in meter reading
- Blood Donation Drives
- Distribution of clothes to the needy

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

We understand our responsibility to help the residents around these locations as well as reach out to the marginalized and vulnerable communities in the respective areas. We ensure to defend their rights, interests, natural and cultural resources as well as give them resources to participate and benefit from development. We recognise the importance of gaining access to robust and quality medical services, especially for the economically marginalized and vulnerable populations. Acknowledging this need, we have worked towards heavily improving access to essential healthcare infrastructure and services. Mobile Health Care Unit & Health Check-up Camp in Government Schools are some of the highlights of initiatives taken by us.

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:

| Category | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|-----------------------------|--------------------------------------|--------------------------------------|------------|---------------------------------------|-----------------------------------|------------|
| | Total (A) | No. of employees/workers covered (B) | % (B/A) | Total (C) | No. employees/workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 2150 | 1031 | 48% | 5105 | 905 | 18% |
| Other than permanent | 5 | 5 | 100% | 0 | 0 | 0% |
| Total Employees | 2155 | 1036 | 48% | 5105 | 905 | 18% |
| Workers | | | | | | |
| Permanent | 2852 | 3 | 0% | 0 | 0 | 0% |
| Other than permanent | 4851 | 0 | 0% | 6073 | 0 | 0% |
| Total Workers | 7703 | 3 | 0% | 6,073 | 0 | 0% |

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

| Category | FY 2022-23 Current Financial Year | | | | | FY 2021-22 Previous Financial Year | | | | |
|---------------------------------|--------------------------------------|--------------------------|-----------|---------------------------|-------------|---------------------------------------|--------------------------|-----------|---------------------------|-------------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 2150 | 0 | 0% | 2150 | 100% | 5105 | 00 | 0% | 5105 | 100% |
| Male | 1945 | 0 | 0% | 1945 | 100% | 4768 | 00 | 0% | 4768 | 100% |
| Female | 205 | 0 | 0% | 205 | 100% | 337 | 00 | % | 337 | 100% |
| Other than Permanent | 5 | 0 | 0% | 5 | 100% | 00 | 00 | 0% | 00 | 0% |
| Male | 5 | 0 | 0% | 5 | 100% | 00 | 00 | 0% | 00 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 00 | 00 | 0% | 00 | 0% |
| Workers | | | | | | | | | | |
| Permanent | 2852 | 0 | 0% | 2852 | 100% | 00 | 00 | 0% | 00 | 0% |
| Male | 2704 | 0 | 0% | 2704 | 100% | 00 | 00 | 0% | 00 | 0% |
| Female | 148 | 0 | 0% | 148 | 100% | 00 | 00 | 0% | 00 | 0% |
| Other than Permanent | 4851 | 171 | 4% | 4680 | 96% | 6073 | 00 | 0% | 6073 | 100% |
| Male | 4755 | 168 | 4% | 4587 | 96% | 5937 | 00 | 0% | 5937 | 100% |
| Female | 96 | 3 | 3% | 93 | 97% | 136 | 00 | 0% | 136 | 100% |

3. Details of remuneration/salary/wages, in the following format:

| | Male | | Female | |
|-------------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 05 | ₹24,50,000/- (see note 3 below) | 02 | ₹9,50,000/- (See note 3 below) |
| Key Managerial Personnel | 05 | - | - | - |
| Employees other than BoD and KMP | 1904 | 23,42,884 | 205 | 19,40,178 |
| Workers | 2741 | 10,21,068 | 148 | 12,27,313 |

Note:

- Executive Directors and KMPs are not drawing any remuneration from the Company during FY 22-23.
- MD and CFO are drawing remuneration from one of the operational subsidiary of the Company for FY 22-23.
- Represents the sitting fees drawn by the Independent Directors (except Ms. Lisa MacCallum) during FY 22-23.
- Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

Yes, Adani Grievance Management System is in place which is responsible for addressing human rights impacts or issues.

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

At ATL, all employees can report human rights abuses through an online grievance redressal mechanism, known as Adani Grievance Management System. The system is accessible to permanent employees and workers. Initially, employees and workers can report their grievances to BU HR teams. In case the resolution is not satisfactory, a grievance can be raised through an online ticket on the system. The system is designed to resolve a grievance within a defined timeline of 14 days, considering the day a grievance is raised. Furthermore, the Grievance Redressal Committee ensures to protect and safeguard the confidentiality of the aggrieved.

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

| | FY 2022-23 Current Financial Year | | | FY 2021-22 Previous Financial Year | | |
|-----------------------------------|--------------------------------------|---------------------------------------|---------|---------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 0 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child Labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced Labour/ Involuntary Labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human | 0 | 0 | NA | 0 | 0 | NA |
| Rights related issues | | | | | | |

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

ATL's Vigil mechanism (Whistle Blower Policy) and POSH policy have provisions for addressing complaints pertaining to discrimination, unethical behaviour, actual or suspected fraud or violation of the code of conduct. All complaints are taken up by the Internal Complaint Committees (ICCs), which are governed under strict confidentiality. There are defined procedures to protect complainant from any retaliatory actions. The policies have ample provisions that provides adequate safeguards against victimisation of employees and Directors and also provide direct access to the Chairperson of the Audit Committee in exceptional cases. An employee can also raise any other grievances through the online grievance portal. The system is designed to redress the grievance within a defined timeline of 14 working days. The grievances are resolved in fair and time bound manner maintaining utmost confidentiality. All the pertinent information is maintained by the POSH Committee or Grievance Committee in a secure manner. Moreover, identity of the aggrieved is protected until final investigation is completed.

8. Do human rights requirements form part of your business agreements and contracts?

Yes. The Human rights related requirements are covered as a part of the vendor onboarding process through ARIBA portal.

9. Assessments for the year:

We have defined systems for ensuring compliance with regulatory requirements. There is a Code of Conduct for employees and Suppliers' Code of Conduct to ensure conformity with business ethics and human rights requirements. Also, the human rights criteria are screened through online ARIBA portal during vendor onboarding process. In addition, we review compliance with these requirements during contract execution. In all our business units, it is mandatory to check the age proof documents at the time of recruitment to prevent employment of child labor and during the induction session essential business ethics and human rights related aspects are covered for creating awareness among employees.

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Child labour | We are complied with all applicable laws and no complaint or issues were found on any of these issues. |
| Forced/involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | |

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

We have proactively assessed potential human rights issues across our operations in the last 3 years. We also conduct internal/ external audits in addition to ISO audits to identify the observation if any. We are 100% compliant with Human rights related concerns.

2. Details of the scope and coverage of any Human rights due diligence conducted.

We recognise human rights as a key risk factor and pay significant emphasis on addressal of its impacts. Henceforth, human rights also form part of our organisation's risk matrix. This inclusion is reviewed periodically to ensure its effectiveness. Furthermore, periodic Social Accountability Risk Assessments are also carried out to systematically assess and address potential social responsibility risks. We also conduct training sessions for our on roll and off roll employees across seven divisions and zonal offices. This enables in creating awareness among our workforce about human rights and its associated impacts.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

All our offices comply with the Rights of Persons with Disabilities Act, 2016, ensuring equal opportunities and a diverse work environment. We have provisions for differently abled individuals (employees, workers & or visitors) including assistance and workplace modifications which enables individuals (employees, workers & or visitors) with disabilities for carrying out their jobs easily. Our corporate offices are equipped with wheelchair ramps, dedicated toilets, and Braille signs in elevators for accessibility. All our locations meet national and local requirements for accommodating individuals with disabilities. Our infrastructure incorporates comprehensive plans to ensure accessibility in work areas, restrooms, common areas, and movement around facilities.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|--|
| Sexual Harassment | Assessments initiated and critical Tier 1 suppliers will be assessed from FY23-24. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |
| Others – please specify | |

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 2022-23 | FY 2021-22 |
|--|-------------------|-------------------|
| Total electricity consumption (A) GJ | 94,853 | 81,305 |
| Total fuel consumption (B) GJ | 32,862,442 | 31,688,494 |
| Energy consumption through other sources (C) GJ | - | - |
| Total energy consumption (A+B+C) GJ | 32,957,295 | 31,769,799 |
| Energy intensity per million rupee of turnover (Total energy consumption/ turnover in rupees) | 238.12 | 267.16 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | NA | NA |

Note: ATL has evaluated the basis of energy consumption within the organisation and revised value in ESG Report FY21-22.

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.

Yes

| Parameter | Site | Target Set | Target Achieved | Escerts Issued (No.) |
|--------------|------------------------------------|------------------|------------------|----------------------|
| PAT -1 Cycle | Adani Dahanu Thermal Power Station | 2523 kcal/Kwh | 2511.71 Kcal/Kwh | 4591 |
| PAT -2 Cycle | Adani Dahanu Thermal Power Station | 2519.42 kcal/Kwh | 2495.4 Kcal/Kwh | 8749 |

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

| Parameter | FY 2022-23 | FY 2021-22 |
|--|------------------|------------------|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | 17,76,885 | 15,76,876 |
| (ii) Groundwater | 57,693 | 40,884 |
| (iii) Third party water | 661 | 32,518 |
| (iv) Seawater / desalinated water | 48,81,05,573 | 46,54,95,317 |
| (v) Others | 7,731 | 1,47,898 |
| Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) | 18,42,970 | 17,98,176 |
| Total volume of water consumption (in kiloliters) | 18,42,970 | 17,98,176 |
| Water intensity per million rupee of turnover (Water consumed / turnover) | 13.32 | 15.16 |
| Water intensity (optional) –the relevant metric may be selected by the entity | NA | NA |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out .

Yes data assured by M/s. DNV GL Business Assurance India Private Limited.

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

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

- ATL is a water positive organisation with our total water recharge exceeding the water consumption
- ADTPS (Adani Dahanu Thermal Power Station) is certified with ISO 46001 Water Efficiency Management System.
- The effluent generated in the thermal power plant is treated in neutralization pit established and disposed off as per Maharashtra Pollution Control Board (MPCB) consent to operate guidelines.
- In all our operating locations, treated water is used for gardening purposes.

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

| Parameter | Please specify unit | FY 2022-23 | FY 2021-22 |
|-------------------------------------|---------------------|------------|------------|
| NOx | MT | 4,035.1 | 3,571.6 |
| SOx | MT | 2,909.2 | 2,106.4 |
| Particulate matter (PM) | MT | 540 | 454.0 |
| Persistent organic pollutants (POP) | NA | NA | NA |
| Volatile organic compounds (VOC) | NA | NA | NA |
| Hazardous air pollutants (HAP) | NA | NA | NA |
| Others please Specify | NA | 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 assured by M/s. DNV GL Business Assurance India Private Limited.

The air emission sources (stacks, chimneys etc.) are monitored on a defined frequency by an approved laboratory/ agency as mandated by the Central and respective State Pollution Control Boards. The details of air emissions are submitted to PCB annually in Form-5 (Annual Environment Statement).

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

| Parameter | unit | FY 2022-23 | FY 2021-22 |
|--|--------------------------------------|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 28,26,019 | 26,91,062 |
| Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 4,35,862 | 5,57,775 |
| Total Scope 1 and Scope 2 emissions per rupee of Turnover | Mt of CO2e/ Million Rupee of Revenue | 23.57 | 27.39 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | 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 assured by M/s. DNV GL Business Assurance India Private Limited.

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

In line with India's Nationally Determined Contribution, we have committed to reducing our GHG emissions across our operations including value chain. To achieve our objective, we have set a target to decrease our GHG emission intensity (on per rupee revenue generation) by 40-45% by FY 23-24. We aim to achieve this by expanding the share of renewables and investing in energy efficient initiatives such as:

- Unit: 01 (U1) Replacement of HP (High Pressure) & Intermittent Pressure (IP) Turbine – Over Hauling (OH) of LP Turbine
- Reduction in slip loss of Boiler Feed Pump (BFP) No :1B hydraulic coupling in Unit: 01 (U-01)
- Using Solar to Offset Auxiliary consumption from Grid
- Monitoring and optimised utilisation of Diesel in Diesel Generating (DG) Set
- Monitoring Sulfur Hexafluoride (SF6) Gas leakage through latest technology cameras
- Certification of >99 % Zero Waste to Land Fill

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

| Parameter | FY 2022-23 | FY 2021-22 |
|--|-----------------|-----------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 5.01 | 5.34 |
| E-waste (B) | 216.25 | 350.47 |
| Bio-medical waste (C) | 0.09 | 0.01 |
| Construction and demolition waste (D) | 1.85 | 0.00 |
| Battery waste (E) | 38.93 | 23.13 |
| Radioactive waste (F) | 0.00 | 0.00 |
| Other Hazardous waste. Please specify, if any. (G) | 167.99 | 286.99 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 2,589.99 | 2,956.82 |
| Total (A+B + C + D + E + F + G + H) | 3,020.11 | 3,622.75 |
| 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 | 2816.45 | 3,614.89 |
| (ii) Re-used | 18.80 | 0.30 |
| (iii) Other recovery operations | 0 | 0.02 |
| Total | 2,834.75 | 3,615.20 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 19.97 | 6.95 |
| (ii) Landfilling | 22.01 | 23.25 |
| (iii) Other disposal operations | 11.84 | 0.00 |
| Total | 53.82 | 30.20 |

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 assured by M/s. DNV GL Business Assurance India Private Limited. Also The Company is certified for Zero Waste to Land fill by M/s. Intertek

9. 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.

We ensure responsible resource consumption and implementation of circular economy principles to minimise waste generation in all our operations. Our integrated management system tracks waste related datapoints to monitor segregation at source and disposal as per the applicable regulations.

Waste is looked from the lens of value creation and multiple initiatives are taken to reuse/ recycle and recover the waste generated.

Following are the major categories of waste generated in company:

| Hazardous Waste | Non-Hazardous Waste | E-Waste & Batteries |
|----------------------------|--------------------------------|---------------------|
| • Oil Drums | • Wood Scrap | • Transformer |
| • Used Transformer Oil | • Plastic Scrap | • MV Vfd Panel |
| • Used/ Spent Oil | • Steel Scrap (tower material) | • Used Batteries |
| • Waste / Residue | • Aluminum Scrap (conductors) | • Switchgear |
| • Containing Oil MS barrel | • GI Scrap | • Meters |
| • Waste Resin | • Metal Scrap | • Capacitors |
| • Waste Bitumen compound | • Aluminum Scrap (others) | • Relays |
| • Empty Contaminated Drums | • Scrap Rubber | • Igniters |
| | • Scrap Copper | • Fuses |
| | • Scrap Corroded APH Baskets | |
| | • Saw dust | |
| | • MS scrap | |
| | • Reinforcement steel | |
| | • Cables | |

All our businesses have a standard procedure to segregate waste into mainly three categories: Hazardous waste, Electronic and electric waste and Non-Hazardous wastes (or solid waste including metals and plastic). Following are the time frames adopted by AEML complying with environmental and legal requirements for safe disposal of wastes:'

| Type | Env. & Legal requirements? | Time frame for disposal Hazardous |
|--|----------------------------|---|
| Hazardous | Yes | Disposal within 90 days* |
| Electronic & Electric (including meters) | Yes | Disposal within 180 days |
| Non-Hazardous | No | Transmission: - Disposal within 120 days Distribution: - Disposal within 365 days Generation: - Need based disposal |

*Note: -

- Waste is given to vendors identified by the Central Procurement Group in accordance with the environmental and legal requirements such as the presence of the Consent to Operate (CTO) by local regulator.
- Hazardous waste is disposed through vendors appointed as per the local regulations (e.g., Mumbai Waste Management Ltd.)
- Other solid and non-hazardous waste is supplied to the interested vendors for either recycling or reuse.
- Scrap disposal notes are generated by the material management group at each business by following a coordinated process. Thereafter, respective material management groups coordinate with vendors, AEML accounts & security team for evacuation of waste material from sites.
- AEML proactively appoints parties who are recycling / reusing the waste material and only non-reusable/ recyclable materials or as required under local regulations are incinerated or landfilled.

10. 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. |
|--------|--------------------------------|------------------------|---|
| 1. | Dahanu Thermal Power Station | Electricity Generation | Yes |

11. 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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| | | | | | |

In our Transmission and distribution business EIA study is not applicable, however for generation business no new project or expansions proposed during the current FY (2022-23).

12. 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:

| 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 |
|--------|---|--|---|---------------------------------|
| | | | | |

For Transmission and Distribution Business Air & Water Act is not applicable.

There have been no non -compliances at generation facility during the reporting period.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

| Parameter | FY 2022-23 | FY 2021-22 |
|--|-------------------|--------------------|
| From renewable sources [GJ] | | |
| Total electricity consumption (A) | 12.37 | 5.06 |
| Total fuel consumption (B) | - | 0 |
| Energy consumption through other sources (C) | - | 0 |
| Total energy consumed from renewable sources (A+B+C) | 12.37 | 5.06 |
| From non-renewable sources [GJ] | | |
| Total electricity consumption (D) | 94,853 | 85,487 |
| Total fuel consumption (E) | 3,28,62,442 | 3,16,03,008 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) [GJ] | 32,957,295 | 3,16,88,494 |

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 assured by M/s. DNV GL Business Assurance India Private Limited.

2. Provide the following details related to water discharged:

For our generation facility as per consent to operate condition, ETP & STP are installed in the plant area which provides primary, secondary and tertiary treatment. Treated waste from STP is used for horticulture purposes.

| Parameter | FY 2022-23 | FY 2021-22 |
|---|---------------------|---------------------|
| (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 – Shock treatment of Chlorine dosing | 48,81,05,573 | 46,54,95,317 |
| (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 kilo-litres) | 48,81,05,573 | 46,54,95,317 |

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 assured by M/s. DNV GL Business Assurance India Private Limited,

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

ATL has Owing to the nature of the service of ATL, which is not very water intensive, Yet WRI Aqueduct analysis was carried out by the Company to assess Water related risks.

The study indicates that ATL has 11 of 31 sub-stations operations in water stressed areas & Water depletion areas in water stressed areas.

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area:

- 1) Mohindergarh HVDC in Haryana
- 2) Badaun substation in Uttar Pradesh and
Following 9 substations in Rajasthan
- 3) Alwar Substation
- 4) Bar Substation
- 5) Deedwana Substation
- 6) Ghamurwali Substation
- 7) Ghumati Substation
- 8) Khatoti Substation
- 9) Riyabari Substation
- 10) Shekhsar Substation
- 11) Ahore Substation

(ii) Nature of operations: Sub stations operations where water is primarily used for domestic (Drinking & Hygiene) purpose by operating staff

(iii) Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2022-23 | FY 2021-22 |
|---|----------------------------|------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 30 |
| (ii) Groundwater | 26,032 | 16,620 |
| (iii) Third party water | 96 | 550 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 726 | 1,928 |
| Total volume of water withdrawal (in kilolitres) | 26,854 | 19,127 |
| Total volume of water consumption (in kilolitres) | 0 | 0 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.194 KL/Million Rs | 0.161 KL / Million Rs |
| Water intensity (optional) – the relevant metric may be selected by the Entity | 0 | 0 |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (ii) Into Groundwater | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (iii) Into Seawater | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (iv) Sent to third-parties | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | 0 | 0 |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| Total water discharged (in kilolitres) | 0 | 0 |

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 assured by M/s. DNV GL Business Assurance India Private Limited,

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

| Parameter | unit | FY 2022-23 | FY 2021-22 |
|--|---|------------|------------|
| Total Scope 3 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 | 31,17,797 | 40,89,587 |
| Total Scope 3 emissions per rupee of turnover | | 22.53 | 34.47 |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | - | - |

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 assured by M/s. DNV GL Business Assurance India Private Limited,

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Adani Transmission Limited became a signatory to the India Business and Biodiversity Initiative (IBBI), a Ministry of Environment, Forest and Climate Change initiative with the Confederation on Indian Industry (CII) as the nodal agency. The company intends to have 100% alignment with India Business Biodiversity Initiative (IBBI) and public disclosures by 2023- 24. The Biodiversity Index Score of ATL is 66/100, which was conducted for Adani DTPS, Dahanu since the site operates in an Eco-sensitive Zone. During the biodiversity assessment, 225 floral species and 144 faunal species were identified.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|---|--|---------------------------|
| | Report is under study and appropriate actions (if any) shall be implemented | | |

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, we have a Business Continuity and Disaster Management Plan. The Business Continuity Plan oversees the organisational risks such as strategic, financial, credit market, liquidity, technology, security, property, IT, legal, regulatory, reputational and other risks. Further, we also have an ISO 22301: 2019 Business Continuity management system implemented for our operations.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Currently, we are in the process of identification of impacts to the environment, arising from the value chain of the entity.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

At ATL, we follow a robust supplier engagement practice to mitigate any ESG related risks in the supply chain. We have developed a comprehensive supplier screening and Assessment Framework comprising of a supplier score card to assess the performance of all suppliers under evaluation. Our environmental evaluation KPIs for suppliers include the following:

- Environmental Management Certification
- Energy Management Certification
- Energy and GHG Emissions
- Water Conservation

- Land Conservation
- Pollution
- Green Packaging
- Management and disposal of hazardous substances
- Environmental Compliance

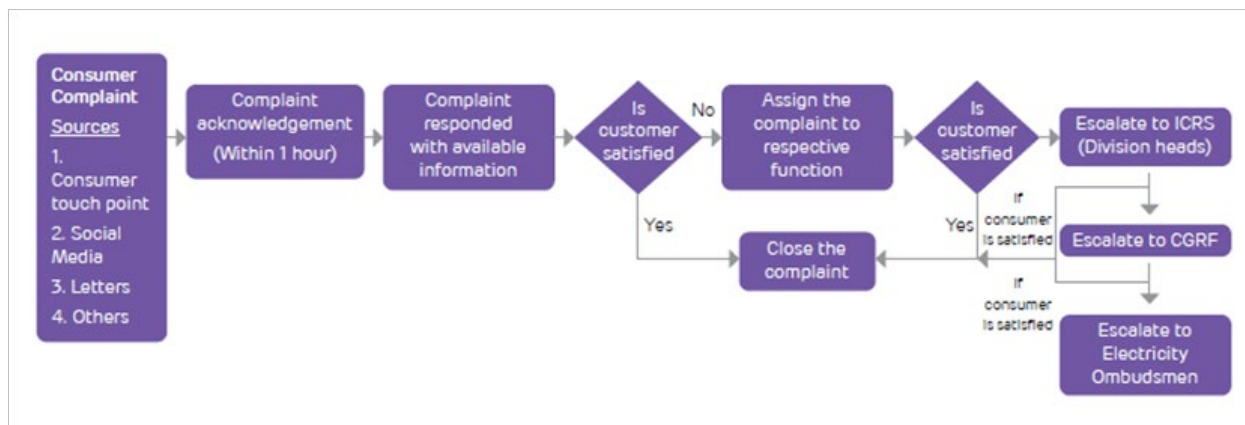
PRINCIPLE 7 -Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

| S. No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|-------|---|---|
| 1 | Electric Power Transmission Association (EPTA) | National and State |
| 2 | Northern Regional Power Committee (NRPC) | National and State |
| 3 | Confederation of Indian Industry (CII) | National and State |
| 4 | Federation of Indian Chamber of Commerce and Industry (FICCI) | National and State |
| 5 | Association of Power Producers (APP) | National and State |
| 6 | Gujarat Chamber of Commerce and Industry (GCCCI) | State |
| 7 | Independent Power Producers Association of India (IPPAI) | National and State |
| 8 | Ahmedabad Management Association (AMA) | State |
| 9 | Quality Circle Forum of India (QCFI) | National and State |
| 10 | India Business and Biodiversity Initiative (IBBI) | National and State |
| 11 | National Safety Council | National and State |
| 12 | Gujarat Safety Council (GSC) | State |
| 13 | GRI South Asia Charter on Sustainability Imperatives (GRI) | National and State |
| 14 | United Nation Global Compact | National |
| 15 | UN Energy Compact | 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 authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Nil | Nil | Nil |

Leadership Indicators

1. Details of public policy positions advocated by the entity:

| S. No | Public Policy advocated | Method resorted for such advocacy | Whether information available in public domain (Yes/No) | Frequency of review of Board (Annually/Half Yearly/Quarterly/ Others-Please Specify) | Web Link- if available |
|-------|-------------------------|-----------------------------------|---|--|------------------------|
| | | | | | |

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: | | | | | |

Not Applicable:

The Land Acquisition, Rehabilitation and Resettlement Act (LARR), 2013 and its subsequent amendments does not mandate Social Impact Assessment for the transmission business (including substations). Transmission lines (TL) do not lead to any physical displacement and hence rehabilitation and resettlement is not applicable to the projects.

ATL has adopted a Right of Way approach in its transmission and distribution lines which does not warrant land acquisition. Consequently, compensation for ROW is provided as per the local administrative orders.

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

| Name of project for which R&R is ongoing | State | District | No. of Project Affected Families (PAF) | % of PAFs covered by R&R | Amounts No. paid to PAFs in the FY (in INR) |
|--|-------|----------|--|--------------------------|---|
| Not Applicable: | | | | | |

Not Applicable:

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

We keep our communities at the heart of everything that we do at ATL. Consequently, we continuously engage with local communities to work on projects underlying the national and global priorities. For any grievance, community members can directly lodge their complaints either in writing or orally to the company designated personnel- mostly CSR head at the BU.

Further, programme officers maintain constant contact with key community stakeholders to enable complaint lodging on one-on-one basis.

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

| | FY 2022-23 (Current Financial Year) | FY 2021-22 (Previous Financial Year) |
|--|--|---|
| Directly sourced from MSMEs/small producers | 55% | 54% |
| Sourced directly from within the district and neighbouring districts | 58% | 54% |

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):

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not applicable | |

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

| S. No | State | Aspirational District | Amount spent (In INR) |
|-------|-----------|-----------------------|-----------------------|
| 1. | Rajasthan | Sirohi | 9.11 Lakhs |

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

| S. 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 case | Corrective action taken |
|-------------------|---------------|-------------------------|
| Not applicable | | |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|--------|--|---|---|
| 1 | Meri Sangini Meri Margdarshika - ATL (cluster - I, Jalore/Sirohi, Rajasthan) | 1777 | Not Identified |
| 2 | Meri Sangini Meri Margdarshika - ATL (cluster - II, Nagpur, Maharashtra) | 1340 | Not Identified |
| 3 | Pond Deepening - (Sorda, Chitri, Bar, Peeplu, Khatoti, Rajnandgaon) | 7283 | Not Identified |
| 4 | Community Health - ADTPS Dahanu tribal belt (Mega Medical Camp, Cancer Detection camp, Mental wellness camp) | 2589 | 100% |
| 5 | Education - ADTPS Dahanu tribal belt (School Praveshotsav, Bala painting, Udaan) | 6122 | 100% |
| 6 | Sustainable Livelihood Development - ADTPS Dahanu tribal belt (Mahalaxmi Shetkari Utpadan Sahkari Sanstha, Saksham Tailoring unit) | 1192 | 100% |
| 7 | Education - AEML (Uththan - Mumbai is initiated in Mumbai with BMC schools) | 10448 | Not Identified |
| 8 | Sustainable Livelihood Development - AEML ('Swabhimaan' in Mira Road and Malad - Malwani areas) | 1800 | Not Identified |

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**

Ensuring timely and efficient resolution of stakeholder concerns is of utmost importance to our business continuation at ATL. Well-established protocols are in place to handle consumer complaints and feedback. Our web-enabled Customer Grievance Redressal Mechanism is a consumer-friendly complaint registration and tracking system. Complaints can be lodged on the web-portal by duly filling in the necessary information in the prescribed format with an undertaking. The complaints are automatically escalated to the next level in case they are not responded within the defined timelines against each level of escalation.

3. 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 considering the nature of Company's product |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | Not Applicable considering the nature of Company's product |

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

| | FY 2022-23 | | Remarks | FY 2021-22 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|--|--------------------------|-----------------------------------|--|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 0 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 16 | 0 | Complaint not addressed to AEML directly. Complaints addressed to local Govt authorities and AEML was respondent to the complaints |
| Delivery of essential services | 4,72,593 | 0 | No supply related complaints received from consumers of AEML | 5,50,623 | 0 | No supply related complaints received from consumers of AEML |
| Restrictive Trade Practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair Trade Practices | 0 | 0 | NA | 0 | 0 | NA |

| | FY 2022-23 | | Remarks | FY 2021-22 | | Remarks |
|---|--------------------------|-----------------------------------|--|--------------------------|-----------------------------------|---|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Other - Consumer Complaints on Food Products, adulteration, short weight etc. | 65,696 | 383 (0 pending as on date) | General Service-related complaints received from consumers of AEML. *-383 Cases which are pending have been registered in Last week of the March 23 & are within their defined TAT. Zero Pending as on date 25th April 2023 | 69,587 | 0 | General Service-related complaints received from consumers of AEML. |

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

| | Number | Reasons for recall |
|-------------------|----------------|--------------------|
| Voluntary recalls | Not applicable | Not applicable |
| Forced recalls | Not applicable | 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, we have information security policy in place that is consistent with our commitment to establishing and enhancing cybersecurity preparedness and minimising exposure to related risks.

Weblink: <https://www.adanitransmission.com/-/media/Project/Transmission/CorporateGovernance/Corporate-Policies-related-to-Good-Governance/Information-and-Security-Policy.pdf>

The B2C business of ATL, i.e. Adani Electricity Mumbai Limited is certified with ISO-27001 Certified Information Security Management system has been established. ATL has implemented ISMS (Information security management system) conforming to the ISO-27001:2013 standard. In the current year ATL plans to upgrade its' ISMS to the latest ISO-27001:2022 standard. Further, An Independent audit of ATLs Information technology and Operations technology infrastructure by a reputed third-party auditor is underway for additional assurance.

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.

Proactive customer centric voluntary initiatives are undertaken being an essential service provider to educate the consumers wrt safety during monsoon etc, energy efficiency programs are run thru emails, SMS, roadshows, kiosks for energy efficient products and appliances.

ATL have taken the following steps to secure customer data.

Cyber security awareness for customers

- 1) AEML created flyers which were circulated through email educating customers on cyber threats through Phishing, Vishing and SMSing.

- 2) AEML created an awareness video clip which was circulated on visual media on various security measures to be taken by customer against cyber threats.
- 3) AEML circulated text messages through WhatsApp, SMS to create cyber security awareness.

Measures taken on Cyber security and Data Privacy of customers

- 1) Data encryption while data is at REST and in Motion.
- 2) Masking of customer PII data
- 3) Annual IT and OT Cyber security assessment through Cert-In empaneled vendor

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). The details of our services can be accessed on our website <https://www.adanitransmission.com>.**

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

We publish newspaper advertisements, circulate emails, tips in the bills and drive SMS campaigns to inform consumers regarding safe and responsible usage of power. Additionally, safety related tips are regularly published for consumers during monsoon season, festive season

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. SMS alerts are configured in the system and consumers are informed pro-actively in case of a power outage**

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. -Not applicable**

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, customer satisfaction survey is carried out by an external agency for consumers for the services provided. Feedback regarding different services like New Connection, Customer Services, Bill Delivery, Bill Complaints Attending, Self Service Options (Website, Mobile App, Chatbot etc.) is being taken from consumers of AEML.

5. **Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along with impact:

No data breaches detected.

- b. Percentage of data breaches involving personally identifiable information of customers:

No data breaches detected.

Independent Assurance Statement

Introduction

DNV Business Assurance India Private Limited ('DNV') has been commissioned by the management of Adani Transmission Limited 'ATL' or the 'Company', Corporate Identity Number: L40300GJ2013PLC077803) to undertake an independent assurance of the company's Business Responsibility and Sustainability Reporting ('BRSR') disclosure "Principle 6", (Businesses should respect and make efforts to protect and restore the environment) which is part of ATL's reporting on BRSR disclosures included in its Annual Report, it shall also be published in digital/online format. The disclosures in this Report have been prepared based on the requirements of SEBI Circular no. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, prescribing format of the BRSR, the guidance notes and the nine principles of the National Guidelines on Responsible Business Conduct, 2019 ('NGRBC') of the Ministry of Corporate Affairs, Government of India. The intended user of this assurance statement is the Management of ATL ('the Management') and its stakeholders. Our assurance engagement was planned and carried out during May 2023

– June 2023 covering the Company's Environmental Performance during 1 April 2022 to 31 March 2023. We performed a limited level of assurance based on our assurance methodology, VeriSustain.

Responsibilities of the Management of Adani Transmission Limited and of the Assurance Provider

The Management has the sole responsibility for the preparation of the Report and is responsible for all information disclosed in the Report as well as the processes for collecting, analyzing and reporting the information presented in the Report. ATL is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on environmental performance. In performing this assurance work, DNV's responsibility is to the Management of ATL; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of ATL.

We do not provide any services to ATL, which in our opinion constitutes a conflict of interest with this assurance work. Our assurance engagements are based on the assumption that the data and information provided by the Company to us as part of our review have been provided in good faith and are free from material misstatements.

Scope, Boundary and Limitations

The reporting scope and boundary encompasses environmental performance of ATL as brought out in Section A: General Disclosures of the BRSR.

The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation/measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

During the assurance process, we did not come across limitations to the scope of the agreed assurance engagement.

Basis of our Opinion

During the verification, we adopted a risk-based approach, and a sample-based verification was carried out for a limited level of verification as per DNV VeriSustain and as agreed with ATL.

We carried out the following activities:

- Conducted interviews with selected representatives responsible for management of environmental issues and carried out reviews of selected evidence to support topics and claims disclosed in the Report. We were free to choose interviewees and interviewed those with overall responsibility to deliver ATL's overall sustainability objectives.
- Carried out remote verification of only "Environmental data" performance data and sample evidence related to the sampled sites of ATL, to review the processes and systems for aggregating site-level of "Environmental data" information

- Reviewed the process of reporting on BRSR requirements for "Principle 6" (Businesses should respect and make efforts to protect and restore the environment) Performance Disclosures.
- Verification of the data consolidation of reported performance disclosures in context to the Principle of Completeness as per VeriSustain for a limited level of verification.
- An independent assessment of the reports non-financial information against the requirements of BRSR "Principle 6" (Businesses should respect and make efforts to protect and restore the environment) and the guidance notes

Opinion and Observations

Based on the verification undertaken, nothing has come to our attention to suggest that the Report together with referenced information does not adhere to the requirements of BRSR "Principle 6" (Businesses should respect and make efforts to protect and restore the environment) including the General Disclosures, Management and Process Disclosures. Without affecting our assurance opinion, we provide the following observations against the principles of VeriSustain:

Materiality

The process of determining the issues that is most relevant to an organization and its stakeholders.

The Report brings out the broad range of with the rationale for environmental issues which the Company has identified as being material to its business which are

mapped as risks and opportunities, along with the rationale for considering the issue as being material. Key environmental risks, stakeholder opinions and concerns, and peer issues were taken into account while arriving at overall topics which were further prioritized to arrive at the significant material issues.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

Stakeholder Inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the formal and informal channels in place to engage with its various identified stakeholders, including descriptions of the methods, frequencies and basis of engagement with each stakeholder group, as well as opinions and concerns arising out of the engagement processes during the reporting period. Inputs from the stakeholder engagement are used towards identifying key environmental topics and refining the Company's policies and strategies.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report brings out the approaches adopted by the Company to adapt and/or mitigate impacts related to its identified material issues, as well as responses

to key stakeholder concerns. The disclosures bring out the descriptions of structures, policies and processes implemented by ATL towards adopting and reviewing the NGRBC "Principle 6" (Businesses should respect and make efforts to protect and restore the environment), as well as performance data, and processes for governance.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

Reliability

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The Report brings out the processes that ATL has established towards capturing and reporting its sustainability performance related to "Principle 6" (Businesses should respect and make efforts to protect and restore the environment) of NGRBC. The majority of the data and information verified through our remote assessments with the Company's management teams and data owners at the sites, sampled by us as part of our assurance engagement were found to be fairly accurate and reliable. Some of the data inaccuracies identified during the verification process were found to be attributable to transcription, interpretation and aggregation errors. These data inaccuracies have been communicated for correction and the related disclosures were reviewed for correctness.

Nothing has come to our attention to believe that the Report does not meet the principle of Reliability.

Completeness

How much of all the information that has been identified as material to the organisation and its stakeholders is reported?

The Report brings out the Company's performance during FY2023 related to environmental aspects of the BRSR and covering the operations of ATL, covering the performance related to NGRBC "Principle 6" (Businesses should respect and make efforts to protect and restore the environment)". ATL may further strengthen its processes towards capturing and reporting information and data related to Essential and certain Leadership Indicators of Principle-wise Performance Disclosures in future reporting periods.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

Neutrality

The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.

The Report brings out ATL's sustainability (Environmental) performance during the reporting period in a positive and negative tone in terms of content along with descriptions of key risks and opportunities during the reporting period.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

Statement of Competence and Independence

DNV applies its own management standards and compliance policies for quality control, in accordance with ISO IEC 17021:2015 - Conformity Assessment Requirements for bodies providing audit and certification of management systems,

and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the DNV Code of Conduct¹ during the verification engagement and maintain independence where required by relevant ethical requirements as detailed in DNV VeriSustain. This engagement work was carried out by an independent team of sustainability assurance professionals. DNV was not involved in the preparation of any statements or data except for this Assurance Statement and Management Report. DNV maintains complete impartiality toward stakeholders interviewed during the verification process. We did not provide any services to ATL in the scope of assurance during FY2023 that could compromise the independence or impartiality of our work.

For DNV Business Assurance India Private Limited

| | | |
|--|--|--|
| <p>Digitally signed by Karthik Ramaswamy Date: 2023.06.24 20:56:50 +05'30'</p> <p>Karthik Ramaswamy Lead Verifier, Sustainability Services, DNV Business Assurance India Private Limited, India</p> | <p>Digitally signed by Sharma Anjana Date: 2023.06.24 21:09:31 +05'30'</p> <p>Anjana Sharma</p> <p>Head – Regional Sustainability Operations, DNV Business Assurance India Private Limited, India</p> | <p>Digitally signed by Kakaraparthi Venkata Raman Date: 2023.06.24 21:36:22 +05'30'</p> <p>Venkata Raman Kakaraparthi Assurance Reviewer, Sustainability Services DNV Business Assurance India Private Limited, India</p> |
|--|--|--|

24 June 2023, Mumbai, India.

DNV Business Assurance India Private Limited is part of DNV – Business Assurance, a global provider of certification, verification, assessment and training services, helping customers to build sustainable business performance. www.dnv.com

¹ The DNV Code of Conduct is available on request from www.dnv.com (<https://www.dnv.com/about/in-brief/corporate-governance.html>)