

July 22, 2024

The Secretary,
Listing Department,
BSE Limited,
1st Floor, Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: 543187

The Manager,
Listing Department,
National Stock Exchange of India Limited,
'Exchange Plaza', 5th Floor, Plot No. C/1, G Block,
Bandra Kurla Complex, Bandra (East),
Mumbai - 400 051
Scrip Symbol: POWERINDIA

Subject: Business Responsibility and Sustainability Report for the financial year 2023-24

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (SEBI Listing Regulations), please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2023-24, which also forms part of the Integrated Annual Report for the financial year 2023-24 submitted to the exchanges vide our letter dated July 22, 2024.

The same can also be accessed on the website of the Company at: <https://www.hitachienergy.com/in/en/investor-relations/general-meetings#annual-report>.

We request you to take this on record and to treat the same as compliance with the applicable provisions of the SEBI Listing Regulations.

Thank you,

Yours faithfully,

For Hitachi Energy India Limited

Poovanna Ammatanda
General Counsel and Company Secretary

Encl.: as above

Hitachi Energy India Limited

Registered and Corporate Office:
8th Floor, Brigade Opus, 70/401,
Kodigehalli Main Road, Bengaluru – 560 092,
Phone: 080 68473700
CIN: L31904KA2019PLC121597
www.hitachienergy.com/in

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Particulars	Response
1. Corporate Identity Number (CIN) of the Listed Entity	L31904KA2019PLC121597
2. Name of the Listed Entity	Hitachi Energy India Limited ("the Company")
3. Year of incorporation	2019 (February 19, 2019)
4. Registered office address	8 th Floor, Brigade Opus, 70/401, Kodigehalli Main Road, Bengaluru - 560 092
5. Corporate address	8 th Floor, Brigade Opus, 70/401, Kodigehalli Main Road, Bengaluru - 560 092
6. E-mail	investors@hitachienergy.com (For investors) poovanna.ammatanda@hitachienergy.com (e-mail ID of Compliance Officer and Nodal Officer)
7. Telephone	080-68473700
8. Website	https://www.hitachienergy.com/in/en
9. Financial year for which reporting is being done	FY 2023-24 (April 1, 2023 to March 31, 2024)
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	₹ 8,47,63,350/- divided into 4,23,81,675 Equity shares of ₹ 2/- each
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Binupriya A R (Telephone: 080-68473719) E-mail: binupriya.a-r@hitachienergy.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).	Standalone basis
14. Name of assurance provider	NA
15. Type of assurance obtained	NA

II. Products/services

16. 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	Sale of products	Design, manufacturing/configuration & supply of system, equipment, devices and accessories products	69.58
2	Execution of contracts for projects and services	Project and service engineering, installation, commissioning and support	25.19

17. 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	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	69.58
2	Projects and services of related manufactured electrical equipment.	279	25.19

III. Operations

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

Location	Number of plants	Number of offices	Total
National	8 ¹	12 ²	19
International	0	3 ³	3

¹ 8 Plants with factory licenses containing 19 unique manufacturing lines.

² 12 Sales offices

³ International sales offices: Bangladesh, Nepal and Sri Lanka

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	All states & Union Territories
International (No. of Countries)	70+ countries

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

24.50

c) A brief on types of customers

The Company serves a wide range of customers – Public & Private Power & Energy Utilities, Industries, Transportation, and Infrastructure companies. These include EPCs (Engineering, Procurement & Construction) & OEMs (Original Equipment Manufacturer) operating in the above segments.

IV. Employees

20. Details as at the end of the 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)	1810	1625	90	185	10
2	Other than Permanent (E)	64	53	83	11	17
3	Total employees (D + E)	1874	1678	90	196	10
WORKERS						
4	Permanent (F)	565	562	99	3	1
5	Other than Permanent (G)	532	491	92	41	8
6	Total employees (F + G)	1097	1053	96	44	4

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)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	9	8	89	1	11
5	Other than Permanent (G)	6	6	100	0	0
6	Total employees (F + G)	15	14	93	1	7

21. Participation/ Inclusion/ Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.33
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	Turnover rate in the current FY								
	FY 2023-24 April 2023 and March 2024			FY 2022-23 April 2022 and March 2023			FP 2021-22 January 2021 and March 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	10.37%	19.64%	11.24%	11.2%	21.02%	12.0%	9.1%	13.8%
Permanent Workers	1.79%	28.57%	1.96%	0.2%	0.0%	0.2%	4.1%	20.0%	4.2%

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

23. (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 the listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hitachi Energy Ltd. (formerly known as Hitachi ABB Power Grids Ltd.)	Holding	75	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: (Yes/No) - Yes
- (ii) Turnover (in ₹): 5,237.49 Crores (As on March 31, 2024)
- (iii) Net worth (in ₹): 1,359.87 Crores (As on March 31, 2024)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for the grievance redress policy)	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
		Number of complaints filed during the year.	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes https://www.hitachienergy.com/in/en/contact-us	0	0	Nil	0	0	Nil
Investors (other than shareholder)	https://www.hitachienergy.com/in/en/investor-relations#quick-links	0	0	Nil	0	0	Nil
Shareholder	https://scores.gov.in/scores/Welcome.html	13	0	Nil	3	0	Nil
Employees and workers	https://secure.ethicspoint.eu/domain/media/en/gui/109107/report.html	11	0	Nil	6	0	Nil
Customers	https://www.hitachienergy.com/in/en/contact-us	620	47	Nil	523	83	Nil
Value Chain Partners	https://www.hitachienergy.com/in/en/contact-us	0	0	Nil	0	0	Nil
Other (Media, General enquiries, sales)	https://www.hitachienergy.com/in/en/contact-us	0	0	Nil	0	0	Nil

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

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

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 implications)
1	Safe, healthy, and secure operations	Risk	Health and Safety is our license to operate. Our employees work at manufacturing sites as well as project sites where they are exposed to various hazards. Therefore, it is pertinent to identify risks through a robust risk assessment process and implement effective controls to mitigate our risks.	Safety is vital to our 'license to operate' and being a business that people want to work for or with. We minimize risk of harm and are committed to eradicating fatalities and life-changing injuries We foster: <ul style="list-style-type: none"> - Positive health and well-being work environments - Safe working conditions as well as continual improvement - Environmental protection to minimize our impact - Learnings from successes and failures - Trust by open reporting and through external validation 	Negative
2	Climate change and carbon neutrality	Opportunity / Risk	Climate risk is an opportunity to transition to low carbon technologies and alternate fuels as well as augment our energy conservation efforts. Climate change is a risk for business continuity due to physical risks such as extreme weather conditions impacting business operations, value chain and community.	Risks are addressed through the Company's Sustainability 2030 strategy advancing in four key areas: Planet, People, Peace, Partnerships each having corresponding targets, which are closely aligned to the UN Sustainable Development Goals, adding social, environmental and economic value.	Positive
3	Resource efficiency and circular economy	Opportunity	Opportunity to identify resource conservation and waste minimization through efficient processes, adoption of new technologies, reuse of packaging materials, and recycling wastes thereby promoting circular economy.	NA	Positive
4	Sustainable products, services, and solutions	Opportunity	Opportunity to identify sustainable raw materials for productions; improve energy efficiency for our clients through our products and solutions	NA	Positive
5	Responsible Sourcing	Risk	Managing sourcing of materials across the supply chain and comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and responsible sourcing of conflict minerals.	Integrating sustainable practices in to supply chain procedures. Follow the OECD (Organization for Economic Cooperation and Development) due diligence guidance and be involved in relevant trade associations to define and improve best practices and encourage responsible sourcing.	Negative

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 implications)
6	Well-being of employees	Opportunity	<p>Good personal health and well-being also require everyone to do what they can to look after themselves and others.</p> <p>Health is an opportunity to motivate behavior change and increase engagement with better health practices; increase our support for mental well-being and provide safe workplaces and working conditions for all our employees</p>	NA	Positive
7	Diversity	Opportunity	<p>The Company believes in integrating diversity and inclusion into all our practices and policies and foster female acceleration through our Female Talent Development Program.</p> <p>The Company's sustainability 2030 targets include increasing female diversity from 5.8% in 2019 to 16-20% by 2030.</p>	NA	Positive
8	Human rights and labor conditions	Risk	<p>Identification, evaluation and managing Human Rights risks in its operation and supply chain and its consequences.</p>	<p>Human Rights policy and control standard is in place to evaluate Human Rights risks at all levels of operations.</p> <p>Supplier Sustainability Development Program (SSDP) is a supplier engagement initiative, to uphold human rights and decent working conditions.</p>	Negative
9	Integrity and anti-corruption	Risk	<p>The Company behaves in an ethical, legal, and responsible way. Lack of adherence can have consequences i.e., reputational damage with the top line adverse effect; unattractive employer for top talent; regulatory fines and penalties etc.</p>	<p>The Company has a very stringent policy on integrity that applies to all. The Company's Code of Conduct provides a framework for employees and stakeholders to put business principles into practice with utmost integrity. The Company regularly evaluates culture of integrity, and non-compliance is strictly acted upon.</p>	Negative
10	Developing our people	Opportunity	<p>Cultivating life-long learning and creating inclusive learning opportunities, The Company fosters innovation.</p>	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
b) Has the policy been approved by the Board? (Yes/No)	Yes								
c) Web-Link of the Policies, if available	Please refer to the section on 'Links to the Company Policies and Programs' at the end of this Report.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The following management systems have been implemented. ISO 9001: 2015 Quality Management System ISO 14001: 2015 Environment Management System ISO 45001: 2018 Occupational Health & Safety Management System. ISO 37001: 2016 Anti-Bribery Management System								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company in alignment with its global Sustainability 2030 strategic business plan has taken the following goals against 2019 baseline. - 50% CO ₂ emissions reduction along the value chain - 50% reduction in waste disposed. - 25% reduction in freshwater use - 25% reduction in hazardous substances and chemicals - Zero harm - Top quartile health absence rates - Life-long learning culture - Increase female diversity from 5.8% to 16-18% by 2030. - Zero incidents of corruption and bribery - Increase involvement in multi-stakeholder partnerships								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	The Company's global goals and targets are cascaded to business units who work on achieving the targets. Performance is monitored at the Company level and support extended to local teams where required. The Company is steadily progressing towards achieving its 2030 target.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are serious in our commitment to drive our business in a sustainable way. We have been consistent in our efforts to decarbonize our operations and in ensuring welfare of our stakeholders. We have made considerable progress towards achieving our Sustainability 2030 goals in all areas.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Nuguri Venu, Managing Director & CEO								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, Environmental, Social and Governance (ESG) Committee (constituted w.e.f. October 22, 2021) Composition of Committee: Ms. Meena Ganesh* (DIN: 00528252) Chairperson of Committee - Independent Director (Non-Executive Director) Ms. Akila Krishnakumar (DIN: 06629992) Member of Committee - Independent Director (Non-Executive Director) Mr. Achim Michael Braun (DIN: 08596097) Member of the Committee - Non-Executive Director and Chairman of the Company Mr. Nuguri Venu (DIN: 07032076) Member of Committee - Executive Director (Managing Director and CEO)								

* Ms. Meena Ganesh (DIN: 00528252) was appointed as Independent Director and Ms. Nishi Vasudeva (DIN: 03016991) resigned from the position of Independent Director of the Company effective from May 24, 2023. Pursuant to this, the Committee has been reconstituted by inducting Ms. Meena Ganesh as Chairperson of the Committee in place of Ms. Nishi Vasudeva.

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies and follow up action					Yes													Annually and/or on a need basis
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					Yes													Quarterly and/or on a need basis
11. Has the entity carried out independent Assessment/evaluation of the working of its policies by an external agency? Yes/No. If yes, provide name of agency.																		No
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																		Not Applicable
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA									
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA									
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Integrity, transparency, and accountability

The Company's Code of Ethics and Business Conduct consists of rules and principles to assist leaders and employees in making decisions and acting ethically and in line with the Company's Identity. The Company has developed and implemented a systematic approach designed to prevent, detect and resolve any potential integrity concerns. This is supported by tools and processes and a zero-tolerance policy for any violations.

Essential indicators

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	2	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100
Key Managerial Personnel	4	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100
Employees other than BOD and KMP	29*	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100
Workers	32	Ethics and Code of Conduct Anti-bribery and anti-corruption Antitrust and Competition Law	100

* Conducted as part of induction to new employees and yearly once through e-learning platform for management staff; trainings are available in 2 levels – basic and advanced.

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):

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary			Has an appeal been preferred? Yes/No
			Amount in ₹	Brief of the case		
Penalty/Fine	P1	Hon'ble Judge Labor Court and JMFC Godhra, Gujarat	5,000	Non-implementation of technical measures such as safety audit and biennial risk assessment for check-up in order to achieve reduction of accident pursuant to Rule 12(c)(4)(e) of the Gujarat Factory Rules, 1963	No	
Settlement	NIL	NIL	NIL	NIL	NIL	
Compounding	NIL	NIL	NIL	NIL	NIL	
Non-Monetary						
Imprisonment	NIL	NIL	NIL	NIL	NIL	
Punishment	NIL	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
NA	NA

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.

The Company's Anti-corruption policy is stated explicitly in its Corporate Regulation PGR-LI-02 on anti-bribery and anti-corruption and emphasizes key components which are essential to ensuring a strict compliance to anti-bribery laws but also refraining from corruption because it's the right thing to do.

<https://www.hitachienergy.com/about-us/integrity/commitment>

The Company is certified for ISO:37001:2016 for Anti-bribery management systems.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year		April 1, 2022 - March 31, 2023 Previous Financial Year	
	Number	Remarks	Number	Remarks
Directors		NIL		NIL
KMPs		NIL		NIL
Employees		NIL		NIL
Workers		NIL		NIL

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year		April 1, 2022 - March 31, 2023 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issue of conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issue 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.

Not applicable

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year		April 1, 2022 - March 31, 2023 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of days of accounts payables		135		145

9. Openness of business

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

Parameter	Metrics	April 1, 2023 - March 31, 2024 Current Financial Year		April 1, 2022 - March 31, 2023 Previous Financial Year*	
		Number	Remarks	Number	Remarks
Concentration of Purchases	a) Purchases from trading houses as % of total purchases		4%		-
	b) Number of trading houses where purchases are made from		3		-
	c) Purchases from top 10 trading houses as % of total Purchases from trading houses		4%		-
Concentration of Sales	a) Sales to dealers/ distributors as % of total sales		6.5%		5.6%
	b) Number of Dealers/distributors to whom sales are made		94		89
	c) Sales to top 10 dealers/ distributors as % of total sales to dealers/distributors		<35%		<48%
Share of RPTs in	a) Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors		-		-
	b) Sales (Sales to related parties/ Total Sales)		23.6%		23.7%
	c) Loans & advances (Loans & Advances given to related parties/ Total loans & advances)		Nil		Nil

* Some data from previous year not included as information has been sourced and calculated from the current financial year only.

Leadership Indicators

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

The Supplier Sustainability Development Program (SSDP) is supplier engagement to uphold human rights and decent working conditions, ensure safe and environmentally sound operations and comply with relevant regulatory requirements in supply chain. Sustainable and compliant suppliers reduce risk of disruption and negative brand impact. Additionally, suppliers experience operational benefits like improved on-time delivery, reduced machine breakdown, increased productivity, and overall reduction in cost of manufacturing, thus becoming more efficient and effective". In the year 2023-24, as a part of supplier sustainability development program, the Company assessed 14 suppliers. Further during the year, the Company has been able to reduce the risk level of previous years' 14 suppliers to Low Risk.

1 supplier de sourced due to non-compliance of the Company's Supplier code of conduct.

During current financial year 2023-24, The Company has trained and assessed 14 high risk supplier partners on SSDP. Additionally, during this period, The Company has trained and developed 5 of its employees on SSDP, who have been certified by Bureau Veritas as lead assessor and are able to conduct the supplier assessments independently.

Total number of awareness programs held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil	Nil	Nil

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, the Company has in place a Code of Conduct for Directors and Senior Management and Company level Code of Conduct and Related party transaction policy to report any conflict of interest beforehand. Further, conflict of interest can also be flagged by any person through whistle-blower mechanism.

The Integrity team handles any instance of conflict of interest reported related to any employee, Directors and Management and outsiders, if required.

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.

	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NA	NA	Considering the nature of research and development, complexity, competency required, time frame, amount and also to optimize overall cost, all major R&D efforts are pooled centrally at the Group level. The expenditure has been mainly in the nature of payment of license fee for use of technology know-how reported as royalty and technology fees under other expenses. Certain development activities carried out by the Company have been billed to the Group central technology center. Local R&D activities undertaken by the Company were mainly in localizing the products, adoption of global products to local environment, carrying out cost saving actions and other improvements. During the year under review, the Company has paid ₹ 90.50 Crores as royalty and technology fees to Hitachi Energy Switzerland Ltd. (CHPGS) and ₹ 99.65 Crores to Hitachi Energy Ltd., Switzerland (CHAMH). Further, during the financial year 2023-24, CHPGS was merged with CHAMH.
Capex	₹ 1,35,63,252	₹ 65,00,000	Key energy and water conservation projects include Smart Energy monitoring systems, HVAC system optimization, HVLS installation and chiller replacement in Vadodara, electrical retrofit projects such as replacement of old drives and motors at Mysuru, compressor optimization at Savli; installation of 9 solar street lights at Halol and transitioning to LED lighting from conventional lighting across locations for energy saving. Water saving projects include installation of 3 rainwater recharge wells at Halol; leakage management at Maneja, Savli and Mysuru; reuse of RO reject water at Maneja; installation of 23 digital water meters at Maneja and 2 digital water meters at Mysuru

HSE aspects are incorporated into R&D through:

Eco Design: Eco Design, also referred to as Environmentally Conscious Design (ECD), aims to reduce a product's environmental impact, while maintaining or improving its functionality of the product. Integration of environmental aspects as early as possible into the product design and development process offers flexibility to make changes and improvements to our products. This enables us to make effective decisions about environmental aspects that we control.

Safety in Design: Incorporating design solutions for identified hazards and reasonably foreseeable risks that may occur as the product is manufactured, transported, installed, serviced and disposed of. The Company's designers also consider the behavior of design components in context of the product life span – for example, how often a component might fail during the product life and the potential impacts of such failures. Consideration is also given to post-life aspects through the elimination or minimization of exposure to toxic or environmentally damaging materials designed into the product.

HSE Checklist for the Company's Gate Model: The HSE Checklist helps to identify key Health, Safety, Environmental (HSE) and Sustainability aspects in the Company's product and technology development projects. R&D systematically and comprehensively identifies and assesses health, safety and environmental risks and opportunities.

Guideline for material selection: Environmental impact of a product is determined by the material and energy inputs and outputs generated at all stages of its life cycle: raw-material acquisition, manufacture, distribution, use and disposal. Material selection guidance on for energy conservation, pollution prevention, resource conservation, promotion of a safe work environment is provided to reduce impact of product on the environment.

Every year projects focusing on environmental improvements are identified in our operations as part of their environment management program and budget allocated.

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

Yes

Our dedicated team of supply chain specialists provides partners with a clear framework, tools, and feedback, including a Supplier Code of Conduct, and a clearly defined pathway to becoming a partner, the Supply Base Management Process. To mitigate significant sustainability risks, we also offer our partners and employees support, training, and evaluation via our Supplier Sustainability Development Program. Furthermore, we combine this internal program with independently verified assessments developed with leading provider, EcoVadis.

Although the Company does not source raw minerals and ores directly, our Responsible Minerals Sourcing Program offers regular training and communications for our suppliers and internal teams on compliance with our Conflict Minerals Policy. These initiatives help us ensure that our suppliers can assess, maintain, and improve their performance, remaining long-term partners.

These sustainability programs target and promote sustainable practices within our partners, such as CO₂ reduction, human rights, environmental performance, and diversity through the use of trainings, evaluations, and development programs.

These programs are as follows:

- The Supply Base Management Process enables us to understand the performance of suppliers across the entire supply chain life cycle.
- The Supplier Sustainability Development Program (SSDP) targets suppliers with higher sustainability risks and offers the program by prioritizing the partners according to a risk matrix.
- The Sustainability Assessment via EcoVadis evaluates suppliers across four areas: environmental, social, ethics, and supply chain. This assessment was launched in 2021 as to augment the SSDP.
- The Responsible Minerals Sourcing Program identifies suppliers in the conflict minerals survey and offers regular training and communications for our suppliers and internal teams to work toward ensuring compliance with our Conflict Minerals Policy.

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

In transformer business, the major components include transformer oil, electric steel, copper, insulation material etc., which comprises of 80% of the total input are sourced sustainably.

In high voltage products, 100% products are sourced from the suppliers who are sustainable and follow sustainable practices. Suppliers are onboarded only after getting qualified through the Supplier Sustainability Development Program (SSDP). Subsequently, suppliers also undergo assessment from the Company.

2. 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.

The Company recycles plastics from packaging and fulfills its extended producer responsibility requirement. The Company has taken several initiatives for waste reduction and recycling. Steel, copper, aluminum, oil and plastics make up the majority of our products. Most of these materials are reclaimable at the end of a product's life and we also 'design to recycle'. Product manual specifically provides information on safe disposal as per local legislation.

3. 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.

Yes, as an importer, EPR is applicable under plastic packaging Category II. Waste collection plan is in line with the EPR plan and is periodically submitted to Central pollution control board as per the regulatory requirement.

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?

At the Company, life-cycle perspective means looking beyond our own operations to include our supply chain, the use of our products, and their end of life.

Lifecycle Assessments (LCAs) are key, providing us with quantitative environmental information to improve the environmental performance of our products, systems, and services. We assess our main product groups' LCA impacts and provide comprehensive information to customers and regulators. We perform LCAs according to ISO 14040 and 14044 for different purposes (such as guiding product innovation and R&D processes or delivering LCA studies and environmental product declarations to customers on request).

To address the complexity of our portfolio and the high customization of the systems we deliver, we perform LCAs for the base solutions of systems such as High Voltage Direct Current (HVDC), Flexible Alternating Current Transmission Systems (FACTS), grid connections, e-mobility solutions, and EconiQ products, among others. For our service solutions and project installations, we are implementing tools that allow us and our customers to directly assess project-specific configurations from their early-stage development. Furthermore, we are further developing our internal capabilities and tools for establishing LCA assessments in engineering, design and product development processes across all product lines and factories.

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.
27102	Transformer including Distribution Transformer/ Power Transformer and Traction Transformer	90% of transformer business unit (LCA models available)	From material extraction, processing to end-of-life treatment	Yes	Yes https://www.epditaly.it/en/epd-search/

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
Transformers including Power/Distribution and Traction transformer	End of life disposal of Product	Decommissioning guidelines available
Instrument Transformers	Oil Spillage – Land Contamination/Water Pollution	Preventive maintenance program in place, oil collection trays, spill kit and safe disposal
Circuit Breakers	SF6 Leakage – Global Warming	SF6 Management system with Mass balance. Leakage sensors.
Gas Insulated & Hybrid Switchgear	SF6 Leakage – Global Warming	SF6 Management system with Mass balance. Leakage sensors.

Life-cycle Assessments (LCAs) and risks as well as collaboration with and feedback from customers are used as input for improving the environmental performance of its products, systems, and services.

Manufacturing processes are environment friendly, however the LCA assessment are being done internally, impacts will be reviewed for social and environmental concerns.

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	
	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year
	NA	NA

The Company manufactures and delivers transformers to customers. Transformers are designed by prioritizing their efficiency, resilience, and longevity, by strategically selecting special component materials to accommodate high electrical, mechanical, and thermal loads and stresses. They are customized designs with rigorous technical specifications to ensure efficient, reliable, and safe operations that would last 30 to 40 years or even longer. Transformer services contribute to extending the service life and to increasing the productivity of the built-in materials. We are also providing declarations on recyclability rates of our transformers at their end of life and delivering decommissioning and materials recovery guidelines to maximizing material recovery and to support an environmentally friendly and safe end of life management. With our supply chain we are continuously gathering data on recycled content in sourced materials and partnering with stakeholders on establishing more circular material value chains. As of today, the recycled content rate in sourced main materials varies between 10 and 100% for materials such as e-steel, carbon steel, aluminium, copper and insulating mineral oil.

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:

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

Majority of packaging material used are wood and recyclable plastic. Packaging wastes are disposed by the end user as per local pollution control board requirements to authorized recyclers.

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
Nil	Nil

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

People well-being

The Company continues to attract top talent due to its inclusive culture and the immense opportunities available for nurturing their talent. The people strategy is aligned with the Company's overall ambition to be a pioneering technology leader. This requires a stable work environment in a growing market by maximizing the potential of the Company's workforce. To ensure that the Company continues to attract top talent, multiple employer branding initiatives were launched not limiting to career fairs, recruitment drives, university connect programs and internship opportunities. During the year, the Company has consistently set a clear path to learn and adapt to perform better in the changing market situation with its enhanced performance management and talent strategy, focusing on building a healthy pipeline by attracting, assessing and developing talent. In addition, persistent attention to provide an inclusive environment to promote diversity in gender, age and culture, including opportunities for global mobility, also form a part of the proactive plan to manage talent in key function areas. The Company's competency has been aligned with the business strategy. The Company recognized exceptional performance and behavior in line with organizational values through its rewards and recognition program. There was continuous focus on improving the diversity in the workforce throughout the year. A diversity outreach program, IGNITE 2.0 was also launched to encourage rehiring of performers who may have left their career for various reasons. The entire approach to well-being was based on increasing diversity, promoting inclusion and recognizing performance. Multiple awareness sessions on physical & mental health and well-being were organized in different office locations and factories to create awareness. Annual medical check-ups and camps were set up through the year to promote physical well-being.

Career development and opportunities

Keeping a strong focus on future talent pipeline development, the Company has sustained its journey on 'Develop & Grow' pillar this year, with the objective of enabling a powerful talent ecosystem that helps build and develop capabilities for the future. The Company

have built a new paradigm of 'hybrid jobs' that combine technology, domain and industry experience. This enables us to attract skillsets that complement its growth paradigm. The Company is also reskilling its workforce through structured learning paths and offering them a new-age skill identity through various talent assessments & customized learning to bridge skill gaps. The Company continues to enable internal talent growth and development by offering open dialogues, having regular performance and development reviews including structured feedback, knowledge transfer and other opportunities for enriching their career. Talent redeployment has been encouraged by providing avenues for internal mobility through talent rotation when any new opportunity of hire arises. Adding to this, opportunities to work on different projects locally and across geographies/businesses have also been provided.

The Company encourages its employees to progress within the organization as opportunities arise. The organization has a strong talent management process to evaluate the best of talent, encourage and provide career development opportunities for promising employees through individual career development plans. Developing leaders internally continues to be a priority for the Company & with that in mind, succession plans are developed for all critical roles in the organization post talent risk assessments and engagement study.

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	1625	1625	100%	1625	100%	NA	NA	1625	100%	770	47%
Female	185	185	100%	185	100%	185	100%	NA	NA	97	52%
Total	1810	1810	100%	1810	100%	185	100%	1625	100%	867	48%
Other than Permanent employees											
Male	53	53	100%	53	100%	NA	NA	53	100%	36	68%
Female	11	11	100%	11	100%	11	100%	NA	NA	7	64%
Total	64	64	100%	64	100%	11	100%	53	100%	43	67%

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

Category	Total (A)	% of workers covered by									
		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	562	562	100%	562	100%	NA	NA	562	100%	463	82%
Female	3	3	100%	3	100%	3	100%	NA	NA	1	33%
Total	565	565	100%	565	100%	3	0.5%	562	99.5%	464	82%
Other than Permanent employees											
Male	491	491	100%	491	100%	NA	NA	491	100%	374	76%
Female	41	41	100%	41	100%	41	100%	NA	NA	20	49%
Total	532	532	100%	532	100%	41	7.7%	491	92.3%	394	74%

* Day Care facilities are available in Peenya, Doddaballapur and Maneja.

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

	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Cost incurred on well-being measures as a % of total revenue of the Company	0.30%	-

* Data from previous year not included as information has been sourced and calculated from the current financial year only.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
	No of employee covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ NA)	No of employee covered as a % of total employees	No of workers covered as a % of total workers	Deducted and deposited with the authority (Y/ N/ NA)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	1	2.47	Y	3	0	Y
Others-please specify	29	0	Y	23	0	Y

Notes:

- There are 25 employees covered under ESI
- Superannuation is an optional retirement benefit for employees. Around 531 employees have availed the scheme.
- Superannuation & Gratuity is deposited with respective trusts.

3. Accessibility of workplaces

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

Yes, the premises/offices of the entity accessible to differently abled employees and workers.

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. Link provided in Annexure 1.

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

Gender	Permanent employees		Permanent employees	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

Note: 110 employees have availed maternity/ paternity and 100% of them have resumed work.

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, there are multiple ways, the employees can report their concerns/ grievances. The employees may use the Ethics helpline/ dedicated e-mail ID, inform the Immediate reporting manager/ HR representative for the function or the country Integrity officer, Internal committee – Prevention of sexual harassment (POSH) etc.

The Grievances received will be thoroughly examined and enquires will be done in the given timeframe to resolve the same.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent workers	POSH policy, Ethics Global email
Other than permanent workers	POSH policy, Ethics Global email
Permanent employees	POSH policy, Ethics Global email
Other than permanent employees	POSH policy, Ethics Global email

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
	Total employees/workers in respective category (A)	No of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No of employees/workers in respective category, who are part of association(s) or Union (D)	% (C/D)
Total permanent employees	1810	0	0	1765	0	0
- Male	1625	0	0	1614	0	0
- Female	185	0	0	151	0	0
Total permanent workers	565	565	100	558	558	100
- Male	562	562	100	554	554	100
- Female	3	3	100	4	4	100

8. Details of training given to employees and workers:

Yes, all the Company employees underwent training on health & safety measures.

Skill upgradation programs are conducted on a periodical basis.

The casual/contractual employees are subjected to skill-based training depending on the work and job roles. Training matrix is designed based on their job risk profiles. As and when required, refresher trainings are provided to upgrade skills based on any changes in the work/job profiles of employees.

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year					April 1, 2022 - March 31, 2023 Previous Financial Year				
	Total (A)	On health and safety measures*		On skill upgradation		Total (D)	On health and safety measures*		On skill upgradation#	
		No. (B)	% (B/A)	No C	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1625	1625	100	1625	100	1614	1614	100	1614	100
Female	185	185	100	185	100	151	151	100	151	100
Total	1810	1810	100	1810	100	1765	1765	100	1765	100
Workers										
Male	562	562	100	562	100	554	554	100	554	100
Female	3	3	100	3	100	4	4	100	4	100
Total	565	565	100	565	100	558	558	100	558	100

* Regular programs on health and safety measures are conducted for all employees and workers.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
- Male	1625	1342	83	1614	1366	85
- Female	185	121	65	151	109	72
Total	1810	1463	81	1765	1475	84
Workers						
- Male	562	Refer note below				
- Female	3	Refer note below				
Total	565	Refer note below				

Note: Above numbers for employees are based on the Annual Salary Revision eligibility of the financial year.

At the Company, Non-Management Staff (NMS) are also eligible for meritorious increment /promotion according to practice of respective location in addition to normal increment. This practice differs based on the location and terms agreed with the Union. Details given below:

1. **Peenya:** Appraisal period April to March
Each workman eligible for promotion after every 3rd year
2. **Mysuru:** Appraisal period January to December
All NMS eligible for promotion once in 4 years.
3. **Maneja:** Appraisal period April to March
35% of total strength eligible for promotion. Meritorious increment 15% of total strength discontinued w.e.f. April 1, 2023, as agreed in settlement with the Union dated December 23, 2022.

10. Health and safety management system:

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

Yes, all our manufacturing sites have implemented and are certified for Occupational Health and Safety management system as per ISO 45001:2018.

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 the Company, we take the management of HSE and Sustainability risks very seriously and aim to reduce these risks to the lowest practicable level and, where possible, eliminate them. Activity Based Risk Assessment (ABRA) is conducted for all activities which present a risk to health safety and environment. ABRA is a 5-phase methodology which involves – Identification of risks, Assessment/Prioritization of the risk of each hazard exposure, Implementation of the controls, Communication of the risks and controls and Monitoring & Review of controls for effectiveness.

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

Yes

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

Yes

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

Safety Incident/Number	Category	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.67	0.59
	Workers	0.36	1.00
Total recordable work-related injuries	Employees	9	7
	Workers	3	8
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill - health (excluding fatalities)	Employees	0	0
	Workers	0	0

* The data for the previous year has been revised to reflect the updated information and recalculated figures.

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

Safety is vital to our 'license to operate' and being a business that people want to work for or with. We minimize risk of harm and are committed to eradicating fatalities, life-changing injuries, and major environmental incidents.

Our long-term HSE commitments

- Positive health and well-being work environments
- Safe working conditions as well as continual improvement
- Environmental protection to minimize our impact.
- Learnings from successes and failures
- Trust by open reporting and through external validation

Our key safety programs include

- The Life-Saving Rules (LSRs) apply to all employees and contractors regardless of work location or their role. Life-saving rules – eLearning is now mandatory for the Company’s employees.
- Electrical safety awareness (PICW) programs are organized for employees and contractors who perform an electrical work.
- Contractor management – Management of contractors is critical to achieving good safety.
- Risk management – We aim to reduce risks to the lowest practical level. Activity Based Risk Assessment is conducted for all activities which present a risk to HSE. Risk Assessments periodically and on need basis. Controls are established to reduce risks and communicated.
- Manual material handling – The manual handling and transport of heavy loads can cause discomfort, muscular aches, back pain or even injuries. Techniques for safe manual handling is provided as a guide to minimize manual material handling risks and improve workplace ergonomics.
- Safety Observation Tour (SOT) – SOT helps us learn and improve safety.
- HSE training – Training plans are developed based on the assessment of the current level of competence and awareness. Trainings are in consideration of individual capabilities and cultural aspects. All trainings shall consider the differing levels of responsibility, risks, ability, language skills and literacy. All relevant staff and persons working on behalf of the Company shall participate in trainings as defined in the training plan.
- Internal & external audits are carried out to check the adequacy of systems, procedures, and control are implemented.
- Management reviews the status of the HSE Management System with regards to suitability, effectiveness and adequacy and opportunities for improvement.
- HSE Management system has been implemented as per ISO 14001 & 45001 and continual improvements are carried out.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 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
Working conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

Particulars	% 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.

Owing to our operations, our significant risks are in areas involving electrical work, excavation/trenching, machine work, mechanical lifting – suspended loads, work at height, confined spaces, working with chemical and work environments such as mines, offshore works. The Company uses a simple-5 phase approach to manage HSE and Sustainability risks at all levels of our organization which allows our risk owners to make good decisions based on sound risk assessments. Our approach is:

- Identify the risks.
- Assess/Prioritize the risk of each hazard exposure.
- Implement the controls.
- Communicate the risks and controls.
- Monitor & Review controls for effectiveness.
- Stop! Take 5 is the name given in the Company for a risk assessment that is conducted just before start of any activity.
- The Life-Saving Rules (LSRs) apply to all employees and contractors regardless of work location or their role. Our safety rules and procedures create ‘barriers’ that prevent potential incidents from happening. When fully applied they should prevent incidents. A key role of the life-saving rules is to help keep our safety ‘barriers’ solid and everyone safe from harm. Our 10 Life Saving Rules protect our employees and contractors from the activities most likely to cause serious harm or death if safety rules are not fully and properly applied.

In response to the fatality in one of our project sites in July, we took corrective action in the following areas at all our sites:

- Identification of all high-risk activities at all sites and monitoring closely.
- Implementation of Life Saving Rules with all the controls and monitoring.
- Site physical inspection program and reporting (MySafety Focus App).
- Site audit program
- Contractors' HSE behavior
- Competency assessment of site management in managing HSE risk
- Visible leadership in HSE.
- Emphasis on site manager, HSE manager and PM's accountability of "Duty of care" of HSE for all employees, contractors, and partners.

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).

(A) Employees – Yes

(B) Workers – Yes

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

Periodic compliance audit of value chain partners is done for ensuring the statutory dues paid properly. Awareness sessions are also being conducted on latest 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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

We had one fatality involving our worker in the current year.

Particulars	Total Number 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	
	April 1, 2023 – March 31, 2024	April 1, 2022 – March 31, 2023	April 1, 2023 – March 31, 2024	April 1, 2022 – March 31, 2023
	Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Employee	0	0	0	0
Workers	1	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)

No

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practice	-
Working Condition	-

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.

The Responsible Manager ensure compliance regarding all legal country, state, or local regulations. Value chain partners/ Contractor workers are trained and authorized to perform the assigned task and ensured each worker adheres to all applicable HSE rules and site procedures of the Company.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

Sustainability performance forms an important basis for the Company's dialogue with its stakeholders. A comprehensive dialogue with key stakeholders and its inputs and feedback enabled the Company to revisit its materiality matrix and developed the next level 2030 objectives. The Sustainability 2030 Objectives are established by the Group and the legal entity has incorporated the same along with the local objectives.

The Company had dialogues with various Government entities central and state with regards to policy and presentation on the Company's innovative sustainable solutions such as electric vehicle charging and "Make-in-India", smart cities, sustainable mobility solutions, energy efficiency, efficiency upgradation in the railways sector, renewable energy, growth developments & technology keeping the climate change, job skilling, etc. The Company also carried out its Supplier Sustainable Development Program (SSDP) across chosen vendors.

As a part of continuous improvement in supplier sustainability, The Company have introduced a program to monitor and improve Greenhouse gases emissions originating in the Company's suppliers. In this direction, the Company collaborated with its third-party service providers M/s Bureau Veritas India Ltd, to provide training to its key suppliers to identify, measure and monitor the emission levels within their area of manufacturing.

The Company during the period also organized several customer engagements events to bring the Company's technologies closer to the customers. The Company organized multiple customers connect programs on HSE/SA, to hear to the voice of the customer to further improve the performance and to include the inputs of the customer into the strategy of the Company.

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

Leadership teams across businesses and functions review various audiences - primary to tertiary - to identify.

- those that we have most interactions and exchanges
- those whom we impact economically and socially, and vice versa
- with whom we create value and enable the energy transition
- communities and those whom we can support

These groups have been classified broadly as our key stakeholders, as listed below.

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
Business				
Customers	No	Emails, Meetings, Trainings, Webinars	Ad hoc	Knowledge sharing Presentation of innovative sustainable solutions
Suppliers	No	Development Programs, Meetings, Emails	Annual Ongoing	Supplier Sustainable Development program
Investors	No	Email, Newspaper Advertisement, Boards' Report, Quarterly Financials, Annual Financials, Website, Analyst Call, Annual General Meeting	Annual, quarterly and on a need basis	Welfare of investors by management of business operations in best possible way, timely identification of risks and its mitigation and imbibed with principles of integrity and sustainability in all aspects of the Company Business performance Annual general body meeting
Employees	No	HSE & Sustainability Programs & Trainings, Townhalls, Employee Welfare Programs, Emails	Ongoing	Communication & feedback
Competitors	No	Seminars, Industry Events & Associations	Event based	Networking & knowledge sharing

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
Government				
Government and regulators	No	Meetings	Need based	Presentation of innovative sustainable solutions
Legislators and the law	No	Meetings	Need based	Compliances
Trade bodies	No	Seminars, Conferences	Event based	Networking & knowledge sharing
Civil society				
International organizations	No	Meetings	Ad hoc	Partner for Sustainability programs
Local communities	Yes	Community Meetings	Ongoing	Engagement for CSR activities
Academia and scientific community	No	Seminars, Meetings, Campus Connect Programs	Ad hoc	R&D and educational partnerships
Media	No	Meetings, Press Release, Events	Quarterly	Thought leadership, Communication & branding
NGOs and civil society organizations, trade unions	No	Interactions, Meetings	Ad hoc	Implementation of CSR projects Employee welfare

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 consults with stakeholders through various engagements and discussed with Board. Annual general meeting, analyst calls, customer events, community engagement programs are some means consultation is carried out.

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. Stakeholder consultation an important factor in identifying our material environmental and social topics. Resource efficiency in our operations especially water and waste reduction, emissions reductions are key areas of interest to our stakeholders under environment, while diversity equity and inclusion is one topic of importance which has driven us to act through various initiatives within the organization as well as helped us identify it as an important topic in our community engagements.

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

Yes. The Company has identified vulnerable/marginalized stakeholder groups and is creating an impact through its CSR projects by providing quality education in technology institutes for girl students and through Women in Engineering program providing scholarships across 6 states for nearly 250 young women.

PRINCIPLE 5: Businesses should respect and promote human rights

The Company values are rooted in respect, including respect for the human rights of every single person who works for or with us. Respecting and promoting human rights in its business activities is one of its priorities in its community's impact area. The Group recognizes that respect for human rights is a basic requirement and that failure to do so can cause harm to people and adversely affect business, with potential legal, financial and reputational consequences.

The Company follows its Human Rights Policy and a Social Policy to respect human rights and to avoid causing or contributing to adverse human rights impacts through own activities. The policy draws on the Universal Declaration of human rights, the International Labor Organization (ILO) core conventions on labor standards, United Nations Global Compact (UNGC), The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and UN Sustainable Development Goals (SDG). All employees have access to the human rights e-learning, which describes the human rights principles and risks for the Company. The Company has made a provision, employees shall report any human rights risk or violation that might occur during projects, services and operations of the Company. Human Rights performance are being monitored based on relevant indicators to evaluate and to prevent human rights impacts in all the Company's operations and workplaces. The Company's Human Rights

and Social Policies specifically refer to the ILO core conventions as the minimum to be achieved, with respect to non-discrimination, prohibition of child and enforced labor, freedom of association and the right to engage in collective bargaining. The United Nations (UN) guiding principles are central to the Company's human rights training. A global awareness-raising program for all focuses on understanding how the Company can potentially impact human rights, the importance of due diligence and how the Company is embedding human rights in business processes, a global capacity building program is under way.

During the year under review, the Company has not received any grievances related to human rights. The Company, in line with the Group policy, seeks to raise its standards, and increase its understanding, and mitigation of human rights risks.

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:

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (C/D)
Permanent	1,810	1,810	100	1,765	1,765	100
Other than permanent	64	64	100	64	64	100
Total employees	1,874	1,874	100	1,829	1,829	100
Workers						
Permanent	565	565	100	558	558	100
Other than permanent	532	532	100	552	552	100
Total workers	1,097	1,097	100	1,110	1,110	100

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year					April 1, 2022 - March 31, 2023 Previous Financial Year				
	Total (A)	Equal to Minimum wage		More than Minimum wage		Total (D)	Equal to Minimum wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,625	0	0	1,625	100	1614	0	0	1,614	100
Female	185	0	0	185	100	151	0	0	151	100
Other than Permanent										
Male	53	0	0	53	100	44	0	0	44	100
Female	11	0	0	11	100	20	0	0	20	100
Workers										
Permanent										
Male	562	0	0	0	100	554	0	0	554	100
Female	3	0	0	0	100	4	0	0	4	100
Other than Permanent										
Male	491	0	0	491	100	521	0	0	521	100
Female	41	0	0	41	100	31	0	0	31	100

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

a) Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category ₹	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	2*	2,35,05,783	2	30,96,667
Key managerial personnel (KMP)	3	2,36,82,862	0	NA
Employees other than BOD and KMP	2508	11,08,153	248	7,30,431
Workers	562	10,94,240	3	10,36,974

* For the calculation of Median Remuneration, the remuneration paid to Managing Director & CEO relates to fixed component of salary and excludes the performance bonus and long-term Incentive Plan payout as per the amount disclosed elsewhere in the Board's Report.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Gross wages paid to females as % of total wages	6.78%	-

* Data from previous year not included as information has been sourced and calculated from the current financial year only.

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

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

The Company has Internal committees to redress various grievances.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year			April 1, 2022 - March 31, 2023 Previous Financial Year		
	Filed during year	Pending resolution at the end of the year	Remarks	Filed during year	Pending resolution at the end of the year	Remarks
Sexual harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	11	0	Nil	6	0	Nil
Child labor	0	0	Nil	0	0	Nil
Forced labor/Involuntary labor	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

Policies are made and awareness been given to employees on the same.

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

Yes

10. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100
Forced/Involuntary labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others-please specify	Nil

11. 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.**

None received.

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

Provisions are available.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100
Discrimination at workplace	100
Child labor	100
Forced Labor/ involuntary labor	100
Wages	100
Others-please specify	100

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

None

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

The Company is shaping the future of sustainable energy by enabling the integration of renewables in an energy efficient and reliable grid. Enabling integration of renewable energy is at the core of our business. In all our operations, we strive to minimize waste, use of natural resources, energy and hazardous substances, always in compliance with legislation. Our ambition is to become climate neutral.

We are committed to engage with our stakeholders to reduce the environmental impact from our products and solutions along their life cycle, from extraction of raw materials to customers' use and end-of-life, to protect the planet from degradation. We collaborate with customers, suppliers, external organizations and educational institutions to help the Company implement effective programs that are good for the environment, and better for business.

Essential Indicators

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

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year *
From renewable sources		
Total electricity consumption (A)	1,77,402	1,62,419
Total fuel consumption (B)	1,68,300	1,74,235
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,45,702	3,36,654
From non-renewable sources		
Total electricity consumption (D)	0	0
Total fuel consumption (E)	49,821	42,886
Energy consumption through other sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	49,821	42,886
Total energy consumed (A+B+C+D+E+F)	3,95,523	3,79,540
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/Crores ₹)	75.52	84.65
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* The data for the previous year has been revised to reflect the updated information and recalculated figures.

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.

Not applicable

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

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year *
Water withdrawal by source (in kiloliters)		
(i) Surface water	2,04,179	2,16,657
(ii) Groundwater	1,32,012	1,83,480
(iii) Third party water	32,365	27,290
(iv) Sea water/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	3,68,556	4,27,427
Total volume of water consumption (in kiloliters)	3,68,556	4,27,427
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity (kL/Crores ₹)	70.37	95.33

*The data for the previous year has been revised to reflect the updated information and recalculated figures.

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.

No.

4. 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.

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water - No treatment - With treatment - With treatment - please specify level of treatment	0	0
(ii) To Groundwater - No treatment - With treatment - please specify level of treatment	0	0
(iii) To Seawater - No treatment - With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties - No treatment Water treated in own sewage treatment plant and discharged to municipal sewage	26,996	67,119
(v) Others - No treatment - With treatment Water treated in own sewage treatment plant and utilized to irrigate garden and flush toilets.	1,19,260	1,37,496
Total water discharged (in kL)	1,46,255	2,04,615

*The data for the previous year has been revised to reflect the updated information and recalculated figures.

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.

No.

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

Yes. The Company has taken various initiatives on water conservation to reduce freshwater consumption. All facilities have installed sewage treatment plant to treat domestic sewage. In line with Zero Liquid discharge approach, the facilities reuse treated wastewater for irrigating garden as well as for flushing purposes thereby reducing use of freshwater for the activity. Only Maneja discharges treated sewage to municipal sewer. The facility is currently working towards utilizing the treated wastewater within the site for irrigation, flushing and construction activities.

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

Parameter	Please specify unit	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year
NOx	PPM	Complied	Complied
SOx	PPM	Complied	Complied
Particulate matter (PM)	µg/m ³	Complied	Complied
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)	µg/m ³	Complied	Complied
Hazardous air pollutant (HAP)		NA	NA
Others – please specify		-	-

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, Environment assessment done by Pollution control board approved Laboratory in respective states.

4. 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.

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water - No treatment - With treatment - With treatment - please specify level of treatment	0	0
(ii) To Groundwater - No treatment - With treatment - please specify level of treatment	0	0
(iii) To Seawater - No treatment - With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties - No treatment Water treated in own sewage treatment plant and discharged to municipal sewage	26,996	67,119
(v) Others - No treatment - With treatment Water treated in own sewage treatment plant and utilized to irrigate garden and flush toilets.	1,19,260	1,37,496
Total water discharged (in kL)	1,46,255	2,04,615

*The data for the previous year has been revised to reflect the updated information and recalculated figures.

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.

No.

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

Yes. The Company has taken various initiatives on water conservation to reduce freshwater consumption. All facilities have installed sewage treatment plant to treat domestic sewage. In line with Zero Liquid discharge approach, the facilities reuse treated wastewater for irrigating garden as well as for flushing purposes thereby reducing use of freshwater for the activity. Only Maneja discharges treated sewage to municipal sewer. The facility is currently working towards utilizing the treated wastewater within the site for irrigation, flushing and construction activities.

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

Parameter	Please specify unit	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year
NOx	PPM	Complied	Complied
SOx	PPM	Complied	Complied
Particulate matter (PM)	µg/m ³	Complied	Complied
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)	µg/m ³	Complied	Complied
Hazardous air pollutant (HAP)		NA	NA
Others – please specify		-	-

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, Environment assessment done by Pollution control board approved Laboratory in respective states.

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

Parameter	Please specify unit	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,285	3,725
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/Crores ₹	0.63	0.83
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The data for the previous year has been revised to reflect the updated information and recalculated figures

The CO₂ emission is calculated considering International Renewable Energy Certification (I-REC) procured for electricity consumed.

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.

No.

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

The main sources of the Company's direct (Scope 1) Greenhouse Gas (GHG) emissions are the fuels used in our operations, such as natural gas usage and SF6 losses during production processes and gas handling on site. Indirect (Scope 2) GHG emissions from purchased electricity. The Company recognizes the need to limit global warming to no more than 1.5C above pre-industrial levels, in order to avoid the worst affects of climate change. As such, our ambition is to become carbon neutral in our own operations by 2030 and achieve Net Zero across the entire value chain by 2050. To achieve this, we have implemented several projects and initiatives which include: Solar roof top installations at Maneja where 932 kW is installed of which 292 kW is operational and Doddaballapur where 600 kW is installed. The installed capacity would meet 20-30% of total electricity requirement in each of the facilities. Mysuru facility has Power Purchase Agreements which caters to nearly 90% of its electricity requirement. The remaining GHG from grid electricity is covered by purchasing International Renewable Energy Certificates (I-REC). Going forward we will move away from purchasing I-REC to more direct, and potentially more value adding methods such as green tariffs, Power Purchase Agreements (PPAs) and own generation.

At project site, solar roof top installations are used to power offices at Adani HVDC project and 6 GPQS sites totaling 47.7 kW capacity. 6 sets solar based mobile charging facility with 3 lights and 2 USB installed in rest sheds and worker colony and 7 CNG vehicles are used at HVDC site.

Energy conservation activities include replacing conventional lamps with LED, installation of solar lights, electrical retrofits such as replacement of old drives and compressors with energy efficient equipment; process improvements such as optimizing operations of HVAC and AHUs and thermal insulation of hotlines to prevent heat loss. At Maneja, energy monitoring systems were installed to monitor energy consumption patterns and take appropriate actions. 7 nos. of HT/LT substations and 53 energy meters are connected to the monitoring system. At Halol and Maneja, LPG was replaced by low carbon PNG while Mysuru uses biofuel such as paddy husk and waste dust from own operations to fuel its boilers. Replacing old R22 based HVAC systems to high COP R410A at Maneja has also resulted in reduction in GHG emissions.

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

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	89.3	107.2
E-waste (B)	13.2	18.8
Bio-medical waste (C)	0.1	0.05
Construction and demolition waste (D)	NA	NA
Battery waste (E)	7.2	8.8
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G) (Used Oil, Resin, oily quartz & papers, glass wool, discarded containers)	277.8	339.1
Other Non-hazardous waste generated (H). Please specify, if any. (Ferrous - MS & SS) & Nonferrous (Copper, Aluminum) Wood waste & dust) (Break-up by composition i.e., by materials relevant to the sector)	7,438.3	8,152.0
Total (A + B + C + D + E + F + G + H)	7,825.8	8,625.9
Waste intensity per rupee of turnover (Total waste generated / cr revenue from operations)	1.49	1.92
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
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	97%	96%
(ii) Re-used	-	0
(iii) Other recovery operations	-	0
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	206	230
(ii) Landfilling	24	81
(iii) Other disposal operations	-	0
Total	230	311

*The data for the previous year has been revised to reflect the updated information and recalculated figures.

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.

No.

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

Managing waste from its own operations has been the Company's priority and has been continuously improved through the Company management system standard for waste management. We strive to always 1) reduce waste generated 2) reuse what we can, and 3) recycle all possible waste generated. We work continuously to move waste upwards in the waste hierarchy and, finally, eliminate it. At a company level, we implement the 5Rs, where 'rethink' and 'repair' are included, mostly relating to the way we deliver value to customers.

Integration of sustainability considerations in Research & Development (R&D) gate models to ensure that Health, Safety, and Environment are considered and understood when assessing R&D projects. Environmentally Conscious Design (ECD) reduces a product's environmental impact, while maintaining or improving its functionality. Integration of environmental aspects as early as possible into the product design and development process enables organizations to make effective decisions about environmental aspects that they control.

Reducing generation of waste and reducing the wastes that is sent to landfill or for incineration remains the Company's focal area. Waste reduction is incorporated in the product design stage to ensure waste minimization in manufacturing process. Source segregation of waste, in-house recycling of packaging materials and reuse continues to add more value to waste and reduces the quantum of non-recyclable wastes that are sent to landfill. All wastes are sent to relevant Pollution Control Board (PCB) authorized recyclers.

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

Not applicable

Sr. 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.
NA			

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

Not applicable

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
NA					

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

Yes, the Company has complied with the applicable environmental law/ regulations/ guidelines in India.

Sr. 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
NA				

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	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
From renewable sources		
Total electricity consumption (A) # GJ	1,77,402	1,48,492
Total fuel consumption (B)	1,68,300	1,75,558
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,45,702	3,24,050
From non-renewable sources		
Total electricity consumption (D)	0	0
Total fuel consumption (E) **	49,821	42,886
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	3,95,523	3,66,936

* The data for the previous year has been revised to reflect the updated information and recalculated figures.

Total electricity consumption from renewable source consists of renewable energy from Power Purchase Agreements, in-house solar roof top electricity generation and purchasing of International Renewable Energy Certificates (I-RECs).

** Fuel consumption does not include the fuels consumed from fleet operations.

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.

No.

2. Provide the following details related to water discharged:

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third - parties		
- No treatment	0	0
- With treatment - treated in own STP as per local pollution control board norms and discharged to municipal sewage in Maneja	26,996	67,119
(v) Others		
- No treatment		
- With treatment – treated in own STP as per local pollution control board norms used for irrigation and flushing	1,19,260	1,37,496
Total water discharged (in kiloliters)	1,46,255	2,04,615

* The data for the previous year has been revised to reflect the updated information and recalculated figures.

Water is treated in own sewage treatment plant as per local pollution control board norms to meet sewage treated water quality requirements.

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.

No.

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

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

(i) Name of the area:

As per World Resources Institute in India, Karnataka, Tamil Nadu and Gujarat face high to extremely high water stress.

(ii) Nature of operations:

Manufacturing of Transformers, Bushings & Breakers

Manufacturing of control panels, substation automation system & grid automation products

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

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Water withdrawal by source (in kiloliters)		
(i) Surface water	2,04,179	2,16,657
(ii) Groundwater	1,32,012	1,83,480
(iii) Third party water	32,365	27,290
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	3,68,556	4,27,427
Total volume of water consumption (in kiloliters)	3,68,556	4,27,427

Parameter	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Water intensity per rupee of turnover (Water consumed kL/Crores ₹)	70.37	95.33
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	-	-
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	-	-
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) Into Seawater	-	-
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third parties	-	-
- No treatment	0	0
- With treatment - treated in own STP as per local pollution control board norms	26,996	67,119
(v) Others	-	-
- No treatment	0	0
- With treatment – STP treated and used for irrigation and flushing	1,19,260	1,37,496
Total water discharged (in kiloliters)	1,46,255	2,04,615

*The data for the previous year has been revised to reflect the updated information and recalculated figures.

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.

No.

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

The Company has developed the criteria for measurement and calculation of emissions of relevant categories as per GHG protocol guidance. The scope 3 emission of significant categories shall be reported from FY 2023-24 onwards.

Parameter	Unit	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year
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) Only Category I Purchased Goods and Services	Metric tonnes of CO ₂ equivalent	10,89,372	9,98,961
Total Scope 3 emissions per Crore H of turnover	tCO ₂ e/Crores ₹	223	208
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. No

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.

Not applicable

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
1	Installed new compressor	No	Annual energy saving of 35,868 kWh
2	Drives installed	No	Hourly energy savings of 25kWh
3	Faulty capacitors replaced	No	Power Factor increased from 0.94 to 0.96
4	HVAC optimization	No	Annual energy saving of 96,000 kWh
5	Installation of energy meters	No	Real time energy monitoring
6	Installation of water meters	No	Monitoring water consumption and leakage
7	Installation of 3 rainwater harvest structures	No	Rainwater harvesting

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

Yes, Business Continuity Planning (BCP) is part of the Company's organizational resilience program. It is designed to reduce the impact of a business interruption which could occur due to a range of events ranging from financial, natural causes or man-made events. It helps Business Unit/Function to respond effectively to the disruption and restore its essential services and mission critical processes as quickly as possible to ensure timely recovery. It provides a reference tool for the actions required during or immediately following an emergency or incident that threatens to disrupt Business Unit/Function normal business activities.

The key objectives of this business continuity plan are to:

- Identify advanced preparations and procedures that will enable Business Unit/Function to respond quickly to disruptive incidents and ensure continuity of critical business functions.
- Reduce employee injury or loss of life, and minimize damage and losses.
- Have documented plans and procedures to ensure effective execution of recovery strategies for critical business functions.
- Reduce and mitigate disruptions to business operations.
- Identify teams which would need to respond to incidents and define specific responsibilities.
- Quantify the impact of incidents in terms of monetary, time, operations, and work force.
- Recover quickly from an emergency and resume full operations.

The various steps are:

Key Business Processes & Recovery Priorities

List all the key processes and sub processes of that must be maintained or quickly restored in the event of a disruptive incident. It provides a high-level description for each of the process and assigns a priority (criticality) ranking to each of them.

Risk assessment

Risk assessment is one of the main parts of the BCM system. The RA process involves identification, analysis, and evaluation of all possible risks, hazards, and threats to the operating environment, and defines likelihood/impact of disruptive events caused by such threats.

Once the risks have been identified, their impact on different aspects of operations are gauged. Those risks which affect mission-critical operations should be handled first. The following strategy is used to handle risks:

- **Prevent** – Risks which are of high probability with high impact. These risks must be attended first by using mitigation, prevention or any other strategy to lessen or avoid its impact.
- **Accept** – Risks which have low probability and low impact. Nothing specific needs to be done for such risks, but the organization should be vigilant. If a back-up strategy is put in place for such a risk, all the better
- **Contain** – Risks which have a high probability of occurring but having low impact on operations. Use mitigation strategies to minimize impact of the risk on business operations.
- **Plan** – Low probability but high impact events. Though this may be once in a lifetime event, its impact could be disastrous. The business should plan the steps to be taken if such a risk occurs. Once the steps to be taken are in place, production can be resumed in the shortest possible time with the least loss.

Business Impact Analysis

The Business Impact Analysis (BIA) identifies and prioritizes the mission-critical business processes and key functions, disruption related operational impacts, and the resources (internal and external) required to recover critical operations.

A properly executed BIA will guide in reducing the overall operational and financial impacts, reduce potential losses, and enhance the business operations.

Business Continuity Strategy

Business Continuity Plan describes the strategy devised to maintain business continuity in the event of a disruption to operations. This strategy will be invoked when the primary facility(ies) somehow be damaged or inaccessible, and business critical operations are interrupted.

Recovery priorities

The strategy is to recover critical business functions at an alternate site location (if an off-site strategy has been put into effect to provide recovery service). Critical business functions are the most critical for immediate recovery at the secondary location.

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.

Not available

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

Not available

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

The Company is operating in a dynamic, competitive, and regulated environment, making the operations and compliance more complex.

The Company is committed to follow the law of the land and has a policy of zero tolerance to non-compliance which is an integral part of its culture and operating philosophy. To support, streamline and adapt quickly with the ever-changing policy framework, The Company have key industry memberships as given below.

Essential Indicators

1. a) Number of affiliations with trade and industry chambers/ associations - 4
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry Chambers/ associations (State/National)
1	Confederation of Indian Industries	State & National
2	Indian Electrical and Electronics Manufacturers' Association	National
3	Sweden Chamber of Commerce India	National
4	Central Board of Irrigation and Power	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.

Not applicable since the Company has not received any adverse order from regulatory authorities towards issues related to anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board Annually/ Half yearly/ Quarterly / Others - please specify)	Web-link if available
1	NA		-	-	-

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

The Company's Social Policy focuses on society, human rights, children and young workers, freedom of engagement, health and safety, harassment and disciplinary practices, employee consultation, equality of opportunity working hours, compensation, suppliers, community involvement and business ethics.

The policy is drawn principally on six sources:

- The Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The International Labor Organization's Declaration on Fundamental Principles and Rights at work
- The OECD Guidelines for Multinational Enterprises
- The Global Sullivan Principles and
- The Social Accountability 8000 (SA 8000) standard

The Company has its Corporate Social Responsibility (CSR) policy and framework for action along with clear focal areas against which community engagement projects are taken up predominantly in and around its factory locations.

The details of beneficiaries of CSR Projects are given in response to clause 6 of Leadership indicators.

Essential Indicators

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

Not applicable

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
NA	NA	NA	NA	NA	NA

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

Not applicable

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R
NA	NA	NA	NA	NA	NA

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

The Company is committed to sustainable and inclusive development of the community's social capital through active engagement. Social surveys are organized through NGO partners to receive the grievances of community, if any. CSR projects are identified and implemented in the following focus areas

- Promote gender equality and empowering of women in engineering workforce.
- Endorse Education, employability & healthcare.
- Social impact projects to collaborate with communities to provide innovative off-grid solutions to improve access to electricity in the country, especially in rural areas for its development.
- Support national disaster management and other government initiatives.
- Aid in sustainable development goals.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Directly sourced from MSMEs/small producers	18%	-
Directly from within India	86%	-

* Data from previous year not included as information has been sourced and calculated from the current financial year only.

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

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year	April 1, 2022 - March 31, 2023 Previous Financial Year*
Rural	14%	-
Semi-urban	5%	-
Urban	74%	-
Metropolitan	7%	-

(Place to be categorized as per RBI Classification System - rural/ semi-urban/ urban/ metropolitan)

* Data from previous year not included as information has been sourced and calculated from the current financial year only.

Leadership Indicators

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

Not applicable

Details of negative social impact identified	Corrective action taken
Nil	NA

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

Sr. No.	State	Aspirational district	Amount spent (₹ in million)
1	Karnataka	Bengaluru, Mandya, Chickballapur, Chamrajnagar	8.70
2	Gujarat	Vadodara, Anand	7.76
3	Tamil Nadu	Chennai	8.27
4	Telangana	Warangal	3.40
5	Uttarakhand	Roorkee	3.60
6	West Bengal	Kharagpur	4.10
7	Delhi	Delhi	0.44
8	Assam	Bongaigaon	0.29
9	Haryana	Gurugram	0.24

- 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 marginalized /vulnerable groups do you procure? – Not Applicable
- (c) What percentage of total procurement (by value) does it constitute? – Not Applicable

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

Not applicable

Sr. No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share

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

Not applicable

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR project	No of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups*
1	Women in Manufacturing, Engineering – empowering Girl students	200	100%
2	Maintenance of Medical equipment funded at Mysuru, Maneja Savli & Halol	5000+	100%
3	Healthcare project support	50000+	100%
4	Green initiative - Development of traffic islands at Vadodara	General Public in the city	100%
5	Urban afforestation - 2 Green cover development under Vadodara Municipal Corporation	General Public in the city	100%
6	Development & maintenance of Green cover at National Highway Traffic median	General Public in the city	100%
7	'Smart Electric Grid - Laboratory for quality education and skill development at NIT Warangal	10000+	100%
8	"Collaborative Monitoring and Analytics Center" Smart & Sustainable Community - Connecting industry, innovation and infrastructure at IIT Roorkee	5000+	100%
9	'Sustainable Public Mobility - Piloting societal adaptation of clean energy in public mobility at IIT Madras	5000+	100%
10	'Sustainable Public Mobility - Piloting societal adaptation of clean energy in public mobility at IIT Madras 'Energy Simulation Lab for Diverse Sources Integration in Power Systems' at IIT Kharagpur	1000+	100%
11	'Lab for Modeling and Simulation of Electric Energy Assets' at BVM College of Engineering	1000+	100%

* CSR initiatives focus on the well-being of marginalized communities by emphasizing education and healthcare support. Additionally, these efforts extend to enhancing public spaces for universal accessibility and providing infrastructure to educational institutions that benefits the entire community.

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.

The Company customers have following channels through which complaints can be sent and following mechanism is in place to respond to the same:

- i) Customers can place the complaints through:
 - a) Contact Center
 - b) Through e-mail/Letter to the concerned area sales office or project management/order handling or through the EPC/OEM/ Distributor from which they have purchased the finished product.
- ii) Upon receipt of the complaint, the sales team or the factory team who have received the complaint, will raise in the system thru Customer complaint resolution process (CCRP) tool. The progress of these CCRP tickets is tracked monthly.
- iii) Customers if not satisfied with pace of resolution or the resolution itself, can also request for an escalation matrix.
- iv) Transactional NPS (Net Promoter Score) is used to track the customer feedback and analyzed to take corrective action if necessary.
- v) High severity customers complaints are monitored on monthly basis at management meetings.
- vi) Feedback from Customer visits are monitored at various steering committee levels.

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

The product manual provides information on Environmental and social parameters wherever it is relevant to the product.

For products installed in the field, the Company can offer lifecycle management solutions through its Service operations. This will support decision-making for customers to manage and maintain their assets, including when it is time for upgrades and decommissioning of assets. The Company is expanding its solutions for product end-of-life management, which have already contributed to large amounts of recycled material in certain markets. One of the key pillars of its service strategy is extending the life of its customers' electrical infrastructure.

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following

Particulars	April 1, 2023 - March 31, 2024 Current Financial Year		Remarks	April 1, 2022 - March 31, 2023 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	None	None	Nil	None	None	Nil
Advertising	None	None	Nil	None	None	Nil
Cyber-security	None	None	Nil	None	None	Nil
Delivery of essential services	None	None	Nil	None	None	Nil
Restrictive trade practices	None	None	Nil	None	None	Nil
Unfair trade practices	None	None	Nil	None	None	Nil
Other						

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

Particulars	Number	Reason for recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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, the link is as follows - <https://www.hitachienergy.com/offering/solutions/cybersecurity>

The Company is certified for ISO/IEC: 27001:2013 for information security management systems.

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.

None

7. Provide the following information relating to data breaches:

- Number of instances of data breaches None
- Percentage of data breaches involving personally identifiable information of customers NA
- Impact, if any, of the data breaches NA

Leadership Indicators**1. Channels/platforms where information on products and services of the entity can be accessed (provide web-link, if available).**

Yes, Web-link is as: <https://www.hitachienergy.com/offering>

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

The Company give the following to inform and educate consumers about safe and responsible usage of products and/or services.

- Product operational Manual
- Customer training on product, if required
- Factory Acceptance Test (FAT) confirmation
- On site commissioning support
- On-site Service support to the customer.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

In case of disruption/discontinuation of essential services the Company will ensure communication of the same through the Company website and press releases.

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.

No

5. 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. The Net Promoter Score (NPS) survey methodology is adopted to understand how the Company is perceived by its customers. The surveys are administered online through a web-based application at planned interval.

6. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact – None
- Percentage of data breaches involving personally identifiable information of customers – Not Applicable

Annexure I

Links to the Company Policies and Programs' section

Health, Safety, Environment and Sustainability Policy

<https://publisher.hitachienergy.com/preview?DocumentID=8DBR001735&LanguageCode=en&DocumentPartId=&Action=launch>

Social Policy

<https://publisher.hitachienergy.com/preview?DocumentID=8DBR001736&LanguageCode=en&DocumentPartId=&Action=launch>

Human Rights Policy

<https://publisher.hitachienergy.com/preview?DocumentID=7HAA00003&LanguageCode=en&DocumentPartId=&Action=launch>

Corporate Social Responsibility Policy (Company)

<https://publisher.hitachienergy.com/preview?DocumentID=8DBR000673&LanguageCode=en&DocumentPartId=&Action=launch>

Sexual harassment of women at the workplace Policy (Company)

<https://publisher.hitachienergy.com/preview?DocumentID=8DBR000676&LanguageCode=en&DocumentPartId=&Action=launch>

Code of Conduct (Company)

<https://www.hitachienergy.com/about-us/integrity/standards/code-of-conduct>

Supplier Code of Conduct (Hitachi Energy Group)

<https://www.hitachienergy.com/in/en/about-us/supplying/supplier-code-of-conduct>

Sustainability commitment

<https://www.hitachienergy.com/in/en/sustainability/sustainability-overview#our-commitment>

Corporate Governance (Company):

<https://www.hitachienergy.com/in/en/investor-relations/corporate-governance>

Integrity Program (Hitachi Energy Group):

<https://www.hitachienergy.com/in/en/about-us/integrity>

Hitachi Energy Whistleblower - Protection Policy (Company):

<https://www.hitachienergy.com/in/en/about-us/integrity/reporting-channels/whistleblower-protection-policy>

Vulnerability Disclosure Policy:

<https://www.hitachienergy.com/products-and-solutions/cybersecurity/vulnerability-disclosure-policy>

Privacy Policy:

<https://www.hitachienergy.com/privacy-policy>

Equal Opportunity Policy:

https://xecm.hitachienergy.com/otcs/llisapi.dll/8DAA5152964_en%20Equal%20Opportunity%20Policy%20%2D%20India?func=uniquenumberbox.oneviewopen&oneviewID=221731293&vernum=12&verType=PDF