29th May, 2026

**BSE Limited**
Floor 25, P J Towers,
Dalal Street,
Mumbai – 400 001

**Scrip Code: 512599**

**National Stock Exchange of India Limited**
Exchange Plaza,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051

**Scrip Code: ADANIENT**

Dear Sir / Madam,

**Sub: Submission of Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26.**

Pursuant to Regulation 34 of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26 which is being sent through electronic mode to the Members.

The Integrated Annual Report along with the Business Responsibility and Sustainability Report for the Financial Year 2025-26 is also uploaded on the Company's website and can be accessed at www.adanienterprises.com

Kindly take the same on your records.

Thanking you,

Yours faithfully,
For **Adani Enterprises Limited**
JATINKUMAR RAMESHCHANDRA JALUNDHWALA
Digitally signed by JATINKUMAR RAMESHCHANDRA JALUNDHWALA
Date: 2026.05.29 21:59:14 +05'30'
**Jatin Jalundhwala**
**Company Secretary & Joint President (Legal)**
**Membership No. F3064**

Encl: as above

Adani Enterprises Limited
"Adani Corporate House",
Shantigram, Near Vaishno Devi Circle,
S. G. Highway, Khodiyar
Ahmedabad 382 421
Gujarat, India
CIN: L51100GJ1993PLC019067

Tel + 91 79 2656 5555
Fax + 91 79 2555 5500
investor.ael@adani.com
www.adanienterprises.com

Registered Office : "Adani Corporate House", Shantigram, Near Vaishno Devi Circle, S. G. Highway, Khodiyar, Ahmedabad - 382421

# Business Responsibility & Sustainability Report (BRSR)

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

| | | |
|---|---|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity | : | L51100GJ1993PLC019067 |
| 2. Name of the Listed Entity | : | Adani Enterprises Limited ("AEL/Company") |
| 3. Year of incorporation | : | 1993 |
| 4. Registered office address | : | "Adani Corporate House", Shantigram, Near Vaishnodevi Circle, S. G. Highway, Khodiyar, Ahmedabad – 382421, Gujarat, India. |
| 5. Corporate address | : | "Adani Corporate House", Shantigram, Near Vaishnodevi Circle, S. G. Highway, Khodiyar, Ahmedabad – 382421, Gujarat, India. |
| 6. E-mail | : | group.sustainability@adani.com |
| 7. Telephone | : | 079-25558021 |
| 8. Website | : | www.adanienterprises.com |
| 9. Financial year for which reporting is being done | : | April 1, 2025 to March 31, 2026 |
| 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 | : | ₹ 129.24 crore |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | : | Mr. Vivek Panda - Chief Sustainability Officer, AEL<br>Email: vivek.panda@adani.com<br>Telephone: 079-25558021 |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | : | Disclosures under this report are made on a consolidated basis. The following businesses are within the reporting boundary:<br>1) Natural Resources (IRM and Mining Services)<br>2) New Energy Ecosystem (Solar Module & Wind Turbine Generator)<br>3) Road, Metro, Rail and Water (RMRW)<br>4) Airport Business<br>5) Data Center Business<br>6) Defence & Aerospace<br>7) Kutch Copper Ltd. |
| 14. Name of assurance provider | : | M/s Intertek India Pvt. Ltd. |
| 15. Type of assurance obtained | : | Reasonable assurance on BRSR Core and other select sustainability disclosures as mentioned in the assurance statement. |





### II. Products and Services

**16. Details of Business Activities (accounting for 90% of the Turnover):**

| S. No | Description of main Activities | Description of Business activities | % of Turnover of the entity |
|---|---|---|---|
| 1 | Integrated Resources Management | End-to-end procurement & logistics services of minerals | 28.44% |
| 2 | New Energy Ecosystem | Integrated ecosystem for manufacturing green hydrogen (Including Solar Cells, Modules & Wind Turbine Generators) | 15.30% |
| 3 | Copper | Copper smelting and refinery along with allied metals manufacturing | 15.24% |
| 4 | Airport Business | Construction, operation & maintenance of Airports | 12.79% |
| 5 | Road Business | Construction, operation & maintenance of road assets | 6.33% |
| 6 | Commercial Mining | Commercial Mining activities | 5.19% |
| 7 | Mining Services | Mine Development & Operations (MDO) | 4.39% |
| 8 | Defence & Aerospace | Manufacturing and supply of Defence equipment | 2.80% |
| 9 | Bunkering | Supply of bunker fuels to shipping vessels | 1.19% |

**17. Products/Services Sold by the Entity (accounting for 90% of the entity's Turnover):**

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|---|---|---|---|
| 1 | Integrated Resources Management | 46610 | 28.44% |
| 2 | New Energy Ecosystem | 27900 | 15.30% |
| 3 | Copper | 24201 | 15.24% |
| 4 | Airport Business | 52231 | 12.79% |
| 5 | Road Business | 42101 | 6.33% |
| 6 | Commercial Mining | 05101 & 05103 | 5.19% |
| 7 | Mining Services | 05101 & 05103 | 4.39% |
| 8 | Defence & Aerospace | 32909 | 2.80% |
| 9 | Bunkering | 35202 | 1.19% |

### 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 | 44 (Including offices) | | 44 |
| International | 7 (Including offices) | | 7 |

**19. Markets Served by the Entity:**

a. Locations

| Locations | Number |
|---|---|
| National (No. of States) | 19 |
| International (No. of Countries) | 7 |

b. **What is the Contribution of Exports as a Percentage of the Total Turnover of the Entity?**

Exports contribute to 17.97% of total turnover of AEL on a consolidated basis.

c. **A Brief on Types of Customers:**

The Company and its subsidiaries primarily serves B2B customers across IRM, Mining Services, New Energy Ecosystem, Defence & Aerospace, Data Centers, and Copper, while operating under a B2C model for its Airports and Road businesses.

## IV. Employees

### 20. Details as at the End of Financial Year

a. **Employees and Workers (including differently abled):**

| Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| **EMPLOYEES** | | | | | |
| Permanent (D) | 8,029 | 7,246 | 90.25% | 783 | 9.75% |
| Other than Permanent (E) | 817 | 660 | 80.78% | 157 | 19.22% |
| **Total Employees (D+E)** | **8,846** | **7,906** | **89.37%** | **940** | **10.63%** |
| **WORKERS** | | | | | |
| Permanent (F) | 2,434 | 2,243 | 92.15% | 191 | 7.85% |
| Other than Permanent (G) | 8,716 | 7,964 | 91.37% | 752 | 8.63% |
| **Total Workers (F+G)** | **11,150** | **10,207** | **91.54%** | **943** | **8.46%** |

**Note:** The Company has revised its definition of 'Other than permanent workers' in this reporting cycle to align with standard ESG/BRSR reporting frameworks.

b. **Differently Abled Employees and Workers:**

| Particulars | Total (A) | Male | | Female | |
|---|---|---|---|---|---|
| | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| **DIFFERENTLY ABLED EMPLOYEES** | | | | | |
| Permanent (D) | 15 | 12 | 80.00% | 3 | 20.00% |
| Other than Permanent (E) | 0 | 0 | -- | 0 | -- |
| **Total Differently abled employees (D+E)** | **15** | **12** | **80.00%** | **3** | **20.00%** |
| **DIFFERENTLY ABLED WORKERS** | | | | | |
| Permanent (F) | 4 | 3 | 75.00% | 1 | 25.00% |
| Other than Permanent (G) | 12 | 12 | 100% | 0 | -- |
| **Total differently abled Workers (F+G)** | **16** | **15** | **93.75%** | **1** | **6.25%** |

### 21. Participation/Inclusion/Representation of Women:

| | Total (A) | Number (B) | Percentage of Females % (B/A) |
|---|---|---|---|
| Board of Directors | 8 | 1 | 12.50% |
| Key Management Personnel | 6 | 0 | -- |

### 22. Turnover Rate for Permanent Employees and Workers:

(Disclose trends for the past 3 years)

| | Turnover Rate in FY 2025-26 | | | Turnover Rate in FY 2024-25 | | | Turnover Rate in FY 2023-24 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 23.06% | 28.12% | 23.49% | 16.15% | 24.11% | 16.70% | 15.29% | 22.31% | 15.90% |
| Permanent Workers | 10.90% | 7.24% | 10.39% | 11.31% | 14.95% | 12.70% | 12.96% | 16.28% | 14.17% |





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

### 23. Names of Holding / Subsidiary / Associate Companies / Joint Ventures

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---|---|---|---|---|
| Refer to Form AOC-1 provided at page nos. 711 of this Annual Report for information on holding/subsidiary/ associate companies/ joint ventures. [All subsidiary/ associate companies/ joint ventures participate in the Business Responsibility initiatives of the Company.] | | | | |

## VI. CSR Details

| 24. | | Response |
|---|---|---|
| (i) | Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes |
| (ii) | Turnover (in ₹) | ₹ 1,00,468.61 crore |
| (iii) | Net worth (in ₹) | ₹ 89,178.25 crore |

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on Any of the Principles (Principles 1 to 9) Under the National Guidelines on Responsible Business Conduct.

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) *(If Yes, then provide web-link for grievance redress policy)* | Current Financial Year FY 2025-26 | | | Previous Financial Year FY 2024-25 | | |
|---|---|---|---|---|---|---|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes | NIL | NIL | NIL | NIL | NIL | NIL |
| Investors (other than shareholders) | Yes | NIL | NIL | NIL | NIL | NIL | NIL |
| Shareholders | Yes | 26 | 03# | NIL | 24 | 1 | NIL |
| Employees and workers | Yes | 41 | 05 | NIL | 7 | 0 | NIL |
| Customers | Yes | 8,124* | 0 | NIL | 6,339* | 0 | NIL |
| Value Chain Partners | Yes | NIL | NIL | NIL | NIL | NIL | NIL |
| Other (please specify) | NIL | NIL | NIL | NIL | NIL | NIL | NIL |

*The number of customer complaints mentioned in above table pertains to Airports business, which is a B2C business of AEL.

#These complaints were resolved in first week of April 2026

Weblink: https://www.adanienterprises.com/-/media/Project/Enterprises/Sustainability/Home/PolicyPdf/social/Employee-Grievance-Management-Policy.pdf

### 26. Overview of the Entity's Material Responsible Business Conduct Issues

| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 1 | Business Ethics and Integrity | Risk | Ethical conduct, integrity, and transparent two way communication are critical for regulatory compliance and building stakeholder trust. Failure to uphold these principles can lead to legal penalties, financial losses, reputational damage, and erosion of business value. | We uphold the highest standards of integrity, ensuring compliance with all applicable laws, regulations, and global benchmarks. Our commitment extends to gender respect, zero tolerance for sexual harassment, ethical conduct, fair employment practices, respect for human dignity, and environmental responsibility. The Company follows a robust Code of Business Conduct and Ethics for the Board and senior management in line with SEBI Listing Regulations, alongside the Adani Group's Code of Conduct applicable to all employees. | Negative |
| 2 | Regulatory Compliance | Risk | Ensuring regulatory compliance is critical to avoiding legal penalties, financial losses, and operational disruptions. Non compliance can erode stakeholder trust, harm brand reputation, and reduce market confidence and business opportunities. As regulations evolve, sustained compliance requires proactive monitoring, regular reviews, and timely alignment with emerging legal and policy requirements. | AEL has implemented robust compliance frameworks and regularly updates its policies to align with evolving regulatory requirements. Periodic compliance audits ensure adherence across operations, supported by structured training and awareness programs that keep employees informed of regulatory changes and their business implications. | Negative |
| 3 | Climate Change Adaptation and Mitigation | Risk / Opportunity | **Risk**<br>Climate change poses regulatory, physical, and reputational risks for businesses. Stricter climate policies and regulations may increase compliance requirements and costs, with non compliance potentially resulting in penalties. Physical impacts such as extreme weather and resource stress can disrupt operations, while inadequate climate action may expose the Company to reputational risks.<br>**Opportunity**<br>Climate Change Adaptation and Mitigation also creates opportunities for AEL to enhance resilience and competitiveness. Evolving regulations can drive the adoption of low carbon technologies, energy efficient operations, and climate resilient infrastructure. Proactive compliance and transparent disclosures strengthen stakeholder confidence and improve access to sustainability linked capital, while leadership in emissions reduction and clean energy can enhance brand value and unlock opportunities in the growing green economy. | AEL operates in emissions intensive businesses and engages subject matter experts to identify and manage risks arising from evolving regulations. The Company assesses impacts across regulatory, legal, health, safety, environmental, community, and reputational dimensions. To mitigate these risks, AEL invests in clean technologies and renewable energy to reduce its carbon footprint and improve energy efficiency, while staying aligned with climate related regulatory developments.<br>By embedding climate risk management into its strategy, AEL mitigates risks and capitalises on growth and innovation opportunities in the evolving energy landscape. | Negative/ Positive |

| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 4 | Energy and Emissions Management | Risk/ Opportunity | **Risk**<br><br>AEL's operations require a strategic approach to energy use and emissions management to align with evolving environmental regulations. As India moves toward its net zero target by 2070, stricter energy and emissions laws are expected. Failure to anticipate and prepare for these requirements could expose AEL to higher compliance costs, penalties, reputational risks, operational disruptions, and reduced stakeholder confidence.<br><br>**Opportunity**<br><br>India's long term net zero pathway offers AEL opportunities to enhance sustainability and competitiveness. Early preparation for stricter energy and emissions standards can enable cleaner technologies, improved efficiency, and lower carbon operations. This proactive approach can reduce long term compliance costs, strengthen resilience, enhance stakeholder confidence, and position AEL to capture growth opportunities in the emerging low carbon economy. | AEL integrates renewable energy across its operations and follows a comprehensive Energy Management Policy to optimise energy use and reduce emissions. Continued investments in energy efficient technologies and process improvements help lower the Company's carbon footprint, enhance operational efficiency, and support long term sustainability goals. | Negative/ Positive |





| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 5 | Occupational Health and Safety | Risk | Safeguarding employee health and safety is essential for sustaining productivity, maintaining operational efficiency, and reducing legal exposure. Unsafe working conditions can result in accidents, injuries, and reputational harm, ultimately affecting employee morale, engagement, and retention. | AEL conducts regular safety trainings, performs comprehensive hazard assessments, and implements stringent safety protocols to ensure a safe and secure working environment. The Company also promotes a strong safety culture by encouraging employees to report potential hazards and actively participate in safety initiatives and improvement programs. | Negative |
| 6 | Product/ Service Quality and Safety | Risk / Opportunity | **Risk**<br><br>Maintaining high standards of product and service quality is critical, as any decline can result in customer dissatisfaction, legal challenges, and potential product or service recalls. Poor quality performance may also damage the company's brand reputation, reduce profitability, and ultimately lead to a loss of market share.<br><br>**Opportunity**<br><br>A strong commitment to product and service quality enables the company to build customer trust, enhance brand loyalty, and differentiate itself in the marketplace. By consistently delivering high quality offerings, the company can improve customer retention, strengthen competitive advantage, and create opportunities for sustainable growth and increased market share. | AEL employs robust quality control systems, continuous improvement processes, and structured customer feedback mechanisms to ensure the reliability and consistency of its products and services. The Company also invests in research and development to advance innovation and enhance the performance, sustainability, and value of its offerings. These efforts support AEL's commitment to delivering high quality solutions while contributing to long term stakeholder trust and sustainable growth. | Negative/ Positive |

| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 7 | Circular Economy and Waste Management | Risk / Opportunity | **Risk**<br>Ineffective waste management practices can increase environmental impact, lead to non compliance with regulatory requirements, and raise operational costs associated with improper disposal. Poor waste management performance may also expose the company to legal penalties, reputational damage, and higher long term liabilities.<br>**Opportunity**<br>Effective waste management allows the company to reduce its environmental footprint, improve compliance, and lower disposal and process related costs. By considering Waste as a resource and practicing circular business models, the company can create new revenue streams through reuse, recycling or waste to product innovations. | AEL follows the 3R principles - Reduce, Reuse, and Recycle through comprehensive waste management policies that encourage sustainable practices and limit waste generation. The Company also invests in advanced technologies and process improvements to strengthen its waste treatment and recycling capabilities, supporting long term environmental stewardship. | Negative/ Positive |
| 8 | Human Rights | Risk | Addressing human rights considerations is a critical component of AEL's ESG commitments. Proactive management of human rights risks helps prevent reputational harm, reduce legal exposure, and ensure alignment with internationally recognised standards and frameworks. Failure to uphold these expectations can erode brand value, diminish stakeholder trust, and result in heightened scrutiny from regulators, investors, and other stakeholders. | AEL upholds its human rights commitments through a dedicated Human Rights Advisory Forum and by integrating human rights considerations into business operations. Targeted employee training and active stakeholder engagement support responsible conduct and promote best practices across the value chain. | Negative |





| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 9 | Community Engagement | Opportunity | Engaging with communities strengthens social impact, builds meaningful relationships, and contributes to a positive and supportive work environment for employees. It also enhances business sustainability, reinforces corporate reputation, and aligns with the organisation's broader corporate social responsibility objectives. | | Positive |
| 10 | Customer Satisfaction | Risk / Opportunity | **Risk**<br>Low customer satisfaction poses a significant risk to business continuity, profitability, and competitive positioning. Poor customer experiences can result in loss of business, negative reviews, declining loyalty, and reputational damage, all of which can weaken the company's market presence.<br>**Opportunity**<br>Higher customer satisfaction provides an opportunity to strengthen loyalty, enhance competitive advantage, and support long term business growth. By consistently meeting or exceeding customer expectations, the company can build a strong reputation, attract repeat business, and reinforce its overall market credibility. | AEL prioritizes the delivery of high-quality products and services, actively seeking feedback and implementing enhancements to meet customer expectations. Additionally, the Company invests in specialized training and technology to further elevate the customer experience. | Negative/ Positive |

| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 11 | Innovation and Technology | Risk and Opportunity | **Risk**<br>Innovation is critical for sustaining a competitive edge and keeping pace with market shifts and technological advancements. A lack of innovation can lead to declining market share, reduced profitability, and the risk of products or services becoming obsolete.<br>**Opportunity**<br>Strong innovation capabilities enable the company to stay ahead of market trends, respond effectively to emerging customer needs, and leverage new technologies for growth. By fostering a culture of innovation, the company can enhance competitiveness and unlock new revenue streams. | AEL invests in research and development, nurtures a culture of innovation, and collaborates with technology partners to advance sustainable solutions across its operations. The Company actively monitors industry trends and emerging technologies to strengthen its competitive position and ensure alignment with its long term ESG and business objectives. | Negative/ Positive |
| 12 | Biodiversity and Land Use | Risk | Managing biodiversity and land use is central to AEL's environmental stewardship, helping minimise ecological impacts, ensure regulatory compliance, and maintain its social license to operate. Inadequate management can result in legal, reputational, and community-related risks. | AEL has established robust policies to reduce its ecological footprint, promote sustainable land use, and conserve biodiversity. The Company has aligned its biodiversity risk management framework with TNFD and other global standards, reinforcing proactive environmental stewardship through stakeholder engagement, regulatory compliance, and long-term operational sustainability. | Negative |
| 13 | Water Stewardship | Risk | Effective water management is essential amid growing scarcity and quality challenges, as it directly impacts operational continuity, regulatory compliance, and community trust. Inadequate water stewardship can lead to operational disruptions, reputational risks, and increased costs. | AEL optimises water use through reuse and recycling initiatives, guided by its Water Stewardship Policy, to ensure responsible management and community engagement. The Company also invests in water efficient technologies to improve operational efficiency and enhance long term water resilience. | Negative |
| 14 | Talent Attraction and Retention | Risk | Attracting and retaining talent is essential for operational excellence, workforce capability, and sustained innovation. High attrition can lead to increased costs, loss of institutional knowledge, and reduced productivity. | AEL provides competitive benefits, strong career development pathways, and an inclusive work environment to attract and retain high quality talent. The Company further strengthens workforce commitment through focused employee engagement and recognition initiatives. | Negative |
| 15 | Diversity, Equity and Inclusion | Risk | Promoting diversity, equity, and inclusion is essential to fostering a respectful, engaging, and future ready workplace while supporting legal and ethical compliance. Weak DEI practices can lead to reputational and legal risks, erode trust, and adversely affect employee morale and organisational cohesion. | AEL fosters equal opportunity through inclusive policies, focused training, and structured diversity initiatives, with regular monitoring of key DEI metrics to ensure accountability. Active engagement with stakeholders further reinforces the Company's commitment to an equitable and inclusive workplace. | Negative |
| 16 | Learning and Development | Opportunity | Investment in employee learning and development enhances workforce capability, productivity, and job satisfaction, while fostering innovation and supporting long term talent retention by building future ready skills. | | Positive |

| S. No. | Material Issue Identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate the positive/negative implications) |
|---|---|---|---|---|---|
| 17 | Sustainable Supply Chain Management | Risk | Effective supply chain sustainability management is critical to mitigating operational and ESG risks, strengthening reputation, and meeting evolving regulatory and stakeholder expectations. Weak oversight can result in disruptions, reputational damage, and exposure to labour, human rights, safety, and material availability risks, adversely affecting business continuity and performance. | AEL integrates sustainability into supplier selection and management, working closely with partners to promote responsible practices across the value chain. Continuous performance monitoring and stakeholder engagement further strengthen the Company's commitment to a resilient and ethical supply network. | Negative |
| 18 | Data Security and Customer Privacy | Risk | Protecting data security and customer privacy is critical to maintaining stakeholder trust, avoiding regulatory exposure, and safeguarding sensitive information. Any lapse can result in financial, legal, and reputational risks, making robust data protection practices essential for long term operational resilience. | AEL implements strong data protection measures, regularly reviews its security controls, and ensures compliance with applicable privacy regulations. The Company also invests in advanced cybersecurity solutions and continuous employee training to enhance organisation wide data security resilience. | Negative |





## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Sr. No. | 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 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | b. Has the policy been approved by the Board? (Yes/ No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | c. Web Link of the Policies, if available | https://www.adanienterprises.com/investors/corporate-governance | | | | | | | | |
| 2. | Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. | Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes. As outlined in the Company's Supplier Code of Conduct, all suppliers are required to comply with applicable Company policies, including those related to Environmental, Social, and Governance (ESG) standards. | | | | | | | | |
| 4. | Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | ▪ ISO 14001:2015<br>▪ ISO 45001:2018<br>▪ ISO 9001: 2018<br>▪ ISO 27001:2022<br>▪ ISO 50001:2018 | | | | | | | | |
| 5. | Specific commitments, goals and targets set by the entity with defined timelines, if any. | The Company is committed to promoting sustainable development in alignment with the Adani Group's vision of Nation Building. This commitment underpins the Company's approach to investments, with a focus on supporting India's economic development while contributing to the social and economic well-being of communities.<br>In accordance with its focus on Environmental, Social and Governance (ESG) considerations, AEL has instituted a structured ESG Framework with defined goals and targets. The Company periodically monitors performance against these targets to ensure effective implementation, transparency, and accountability in meeting its sustainability commitments:<br>**Energy and Emissions:**<br>▪ AEL - 50% of electricity consumed from Renewable Energy sources by 2030<br>▪ Data Center - Aim to power all its data centers with up to 100% Renewable Energy by 2030<br>▪ Airport and Data Center businesses aim to become Operational Net Zero by 2029 and 2030 respectively<br>▪ Green building certification for Adani Data Center, Solar and Airport new sites, wherever feasible<br>▪ 45% reduction in Emission intensity and 30% reduction in Energy Intensity by 2030 (on a revenue basis in ₹) | | | | | | | | |

| Sr. No. | Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| | | **Water Management:**<br>▪ Aiming to become Net Water Positive in businesses wherever feasible<br>▪ 50% reduction in Water Consumption intensity by 2030 (on a revenue basis in ₹)<br>**Land Use and Biodiversity Impact:**<br>▪ Strive for No Net Loss to Biodiversity and 100% alignment with TNFD and IBBI (India Business & Biodiversity Initiative)<br>**Circular Economy and Waste Management:**<br>▪ Zero Waste to Landfill certification for AEL operational sites wherever feasible<br>**Human Rights:**<br>▪ Zero instances of discrimination, child labour, forced labour or other human rights violations<br>**Innovation and Technology:**<br>▪ IT enablement of ESG performance indicators and disclosures across AEL businesses<br>**Health, Safety and Well-being:**<br>▪ Achieve 'Zero Harm' through institutionalizing systems, controls, and standards<br>Note: For more information about our ESG Goals and Targets, refer to page no 148. | | | | | | | | |
| 6. | Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met. | We have been able to achieve significant progress towards our ESG Targets and Goals in the reporting year, as indicated below:<br>▪ Energy Intensity (GJ per crore Rupees of Turnover): Achieved a reduction of 43% against the baseline year of FY 2021-22<br>▪ Operational Emission Intensity (Mt$CO_2$e per crore Rupees of Turnover): Achieved a reduction of 57% against the baseline year of FY 2021-22<br>▪ Renewable Energy: 19% of the electricity in the reporting year was secured from renewable sources<br>▪ Water Consumption Intensity (Kiloliter per crore Rupees of Turnover): Achieved a reduction of 75% against the baseline year of FY 2021-22<br>▪ Over 91% of waste disposed in the reporting year was managed through reuse and recycling activities undertaken by the respective businesses | | | | | | | | |
| **Governance, Leadership and Oversight** | | | | | | | | | | |
| 7 | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. | India continues to demonstrate strong economic resilience and ambition. In FY26, the country sustained robust nominal GDP growth at 7.2 per cent. This momentum has been broad-based, supported by a resilient services sector, strengthening manufacturing capabilities, and a stable agricultural foundation despite structural challenges. India's emergence as a USD 4 trillion economy is more than a numerical milestone; it reflects the collective aspirations of over a billion people and aligns with the Government of India's vision of Viksit Bharat by 2047. | | | | | | | | |





| Sr. No. | Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| | | This fourth edition of the Business Responsibility and Sustainability Report for Adani Enterprises Limited (AEL) clearly highlights that sustainability is not peripheral to growth; it is deeply embedded in our strategy, operations and capital allocation. Our ESG roadmap serves as a guiding framework for responsible decision-making, enabling us to build future-ready businesses that are resilient, competitive, and value accretive over the long term.<br><br>Each business at AEL is driven by a clear ambition to integrate sustainability into strategy, operations, and capital allocation while leveraging automation and advanced AI-enabled systems. During the year, we achieved several milestones in line with our commitment to the national objective of 'Make in India' and technological self-reliance. ANIL commissioned India's first off-grid 5 MW Green Hydrogen pilot plant, it marks a major milestone in the nation's clean energy transition and reduces long-term dependence on imported energy pathways. Simultaneously, our renewable manufacturing ecosystem gained strong traction, reflected in a year-on-year increase of 15% in domestic solar module sales and 41% rise in sales of WTG (sets). In digital infrastructure, our Data Center business is well on its path towards building a 2 GW platform by 2030. Our strategic MoU with Google to develop a gigawatt-scale AI data center campus in Visakhapatnam supported by a robust subsea cable network and clean energy reflects the massive scale of upcoming digital demand and demonstrates our commitment to integrating advanced technologies with sustainability-led infrastructure.<br><br>Beyond digital and energy transition, we are heavily fortifying India's industrial and logistical backbone. The operationalisation of the 500 KTPA copper smelter at Mundra, amongst the largest single-location facilities globally, is aimed at reducing India's import dependence. In our Mining Services business, new MDO agreements have expanded our capacity to a record 145 MTPA, reinforcing our position as India's largest private miner and ensuring reliable access to critical resources. Our aviation portfolio continued to play a pivotal role in the country's transport ecosystem, with our eight airports handling approximately a quarter of India's passenger traffic. The year witnessed defining moments in aviation with the commencement of operations at the greenfield Navi Mumbai International Airport in December 2025, a 90 million passenger capacity marvel built in just over four years alongside the inauguration of the new integrated terminal at Guwahati Airport.<br><br>We place strong emphasis on people and communities, upholding workplace safety, fair labour practices, and inclusive development. We continue to ensure comprehensive safety and human rights training across our workforce and engage closely with suppliers and MSMEs to build sustainable, resilient value chains. Our community initiatives further create long term social value by focusing on education, healthcare, and livelihoods, empowering local communities and enhancing quality of life.<br><br>Looking ahead, AEL remains committed to scaling climate action, deepening stakeholder partnerships, and leveraging innovation to support India's sustainable industrial growth, while delivering enduring value to all stakeholders and contributing to a greener, more equitable future. | | | | | | | | |

| Sr. No. | Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|---|
| 8 | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | The Company's Board of Directors has constituted a Corporate Responsibility Committee (CRC), comprising entirely Independent Directors. The CRC is responsible for apprising the Board of the progress made by AEL businesses in achieving ESG commitments, while also providing oversight and assurance on external ESG ratings. | | | | | | | | |
| 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. | As noted above, the Company's Board has constituted a Corporate Responsibility Committee comprising solely Independent Directors, which convenes quarterly to deliberate on AEL's sustainability goals, associated challenges, and the strategic way forward. | | | | | | | | |

| Name of Member | Composition of Committee |
|---|---|
| Mr Omkar Goswami<br>DIN No: 00004258 | Chairman<br>(Non-Executive & Independent Director) |
| Mr V. Subramanian<br>DIN No: 00357727 | Member<br>(Non-Executive & Independent Director) |
| Mrs Vijaylaxmi Joshi<br>DIN No: 00032055 | Member<br>(Non-Executive & Independent Director) |

**10. Details of Review of Each 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 - pls specify) | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | Y | Y | Y | Quarterly | | | | | | | | |

| Subject for Review | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances. | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

**11. Has the Entity Carried Out Independent Assessment / Evaluation of the Working of its Policies by an External Agency?**

| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|---|---|---|---|---|---|---|---|---|
| (Yes/No). If yes, provide name of the agency. | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

Note: The implementation of ESG policies is independently evaluated by external agencies as part of the Integrated Management System (IMS) certification process. The IMS certification is carried out by reputed agencies such as Bureau Veritas, TUV Nord etc. Additionally, the effectiveness of policy implementation is also assessed through the annual internal audit conducted by the Management Audit and Assurance Services (MAAS) function.





## SECTION C: PRINCIPLE WISE PERFORMANCE

### PRINCIPLE 1: Businesses Should Conduct and Govern Themselves with Integrity, and in a Manner that is Ethical, Transparent and Accountable.

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 | Percentage of persons in respective category covered by the awareness programs |
|---|---|---|---|
| Board of Directors and KMPs | 4 | ▪ Crisil Infrastructure Yearbook - Key Findings<br>▪ Related Party Transaction Framework at Adani<br>▪ Digital, Data, and AI across businesses<br>▪ Progress updates on flagship projects<br>▪ ESG trends, regulatory expectations, and directors' liabilities<br>▪ Insider Trading | 100% |
| Employees other than BoD and KMPs | 483 | ▪ Digital Dexterity<br>▪ Data, Analytics & AI<br>▪ Digital Transformation<br>▪ Leadership & People Management<br>▪ Cybersecurity<br>▪ Data Privacy<br>▪ Safety Awareness<br>▪ Ethics<br>▪ Governance & Workplace Compliance<br>▪ ESG<br>▪ Human Rights & DEI | 60% |
| Workers | 59 | ▪ Occupational Health and Safety<br>▪ Digital Dexterity<br>▪ Digital Transformation<br>▪ Cybersecurity<br>▪ Safety Awareness<br>▪ Workplace Compliance<br>▪ ESG<br>▪ Human Rights & DEI | 78% |

*Key ESG topics are covered as part of the mandatory induction program for all the other than permanent workers.

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 following format:**

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

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

3. **Of the Instances Disclosed in Question 2 Above, Details of the Appeal/ Revision Preferred in Cases Where Monetary or Non-Monetary Action Has Been Appealed.**

| Case Details | Name of the Regulatory/ Enforcement Agencies/ Judicial Institutions |
|---|---|
| Not Applicable | Not Applicable |

4. **Does the Entity have an Anti-Corruption or Anti-Bribery Policy? If Yes, Provide Details in Brief and if Available, Provide A Link to the Policy.**

Yes, the Company has implemented a comprehensive Anti-Bribery and Anti-Corruption (ABAC) Policy.

The Company is committed to upholding the highest standards of transparency, integrity, and accountability across all its operations. It seeks to achieve its objectives in compliance with applicable national and international standards. The Company adopts a zero-tolerance approach towards bribery, embezzlement, and corruption, and ensures strict adherence to all relevant laws aimed at preventing such unethical practices.

The ABAC Policy sets out the core values and guiding principles applicable to all stakeholders and ensures compliance with relevant laws, rules, and regulations. In addition, the Company complies with all applicable anti-money laundering laws in the jurisdictions in which it operates, including requirements relating to registration and reporting of suspicious transactions, where applicable.

All individuals covered under this Policy are encouraged to report, at the earliest opportunity, any concerns relating to bribery, corruption, or suspected malpractice with their respective Manager and/or the Vigilance and Ethics Officer through the designated whistleblower mechanism at whistleblower@adani.com

The Board of Directors periodically reviews the implementation and effectiveness of the Policy, including its suitability and adequacy. The ABAC Policy governs all dealings, transactions, and expenditures undertaken for or on behalf of the Company. It is applicable to all stakeholders working for or representing the Company and its subsidiaries, and compliance with the Policy is mandatory. All employees are required to complete annual mandatory e-training on the ABAC Policy.

**Weblink:** https://www.adanienterprises.com/-/media/Project/Enterprises/Investors/corporate-governance/Polices/ANTICORRUPTION--ANTIBRIBERY-POLICY.PDF





5. **Number of Directors/KMPs/Employees/Workers Against Whom Disciplinary Action was Taken by Any Law Enforcement Agency for the Charges of Bribery/ Corruption:**

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Directors | NIL | NIL |
| KMPs | NIL | NIL |
| Employees | NIL | NIL |
| Workers | NIL | NIL |

6. **Details of Complaints with Regard to Conflict of Interest:**

| | FY 2025-26 (Current Financial Year) | | FY 2024-25 (Previous Financial Year) | |
|---|---|---|---|---|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | NIL | Not Applicable | NIL | Not Applicable |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | NIL | Not Applicable | NIL | Not Applicable |

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:**

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Number of Days of Account Payable | 91* | 92* |

*The information in the table above is for AEL on a consolidated basis.

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 | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | NA | NA |
| | b. Number of trading houses where purchases are made from | NA | NA |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | NA | NA |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | NA | NA |
| | b. Number of dealers / distributors to whom sales are made | NA | NA |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | NA | NA |

| Parameter | Metrics | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| Share of RPTs* in | a. Purchases (Purchases with related parties / Total Purchases) | 19% | 25% |
| | b. Sales (Sales to related parties / Total Sales) | 8% | 8% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 84% | 96%# |
| | d. Investments (Investments in related parties / Total Investments made) | 97% | 97% |

**Note:** The information in the table above is for AEL on a consolidated basis.

#Only loans numbers are considered.

### Leadership Indicators

1. **Awareness Programs Conducted fr Value Chain Partners on Any of the Principles During the Financial Year:**

| Total Number of awareness programmes held | Topics/principles covered under the training | %age of Value Chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|---|
| 1 | Introduction to ESG and sustainable supply chain | 100% of our significant* suppliers |

*Suppliers contributing to 2% or more of the total procurement value

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 Same.**

Yes, the Company has adopted a Code of Conduct for its Board of Directors and Senior Management, which outlines the framework and procedures for identifying, preventing, and managing conflicts of interest. The Code is applicable to all members of the Board and Senior Management.

The Code of Conduct can be referred at:

https://www.adanienterprises.com/-/media/Project/Enterprises/Investors/corporate-governance/Polices/Code_of_Conduct.pdf





## PRINCIPLE 2: Businesses Should Provide Goods and Services in a Manner that is Sustainable and Safe.

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.**

| Segment | Current FY 2025-26 | Previous FY 2024-25 | Details of improvements in environmental and social impacts |
|---|---|---|---|
| R&D | NIL | NIL | NA |
| Capex | NIL | NIL | NA |

**Note:** As an incubator, AEL maintains a portfolio of both established and emerging businesses, reducing the need for significant R&D investments. However, AEL is currently allocating substantial capital to one of its emerging businesses under 'New Energy Ecosystem' - focused on clean energy transition. Additionally, efforts are underway to enhance process efficiencies across all businesses, aiming to minimize greenhouse gas emission, waste, and depletion of natural resources. AEL has a longstanding commitment to community and social welfare, reflected in numerous initiatives over the years, all geared towards improving environment and social impact.

2. **Does the Entity Have Procedures in Place for Sustainable Sourcing? (Yes/No) If Yes, What Percentage of Inputs were Sourced Sustainably?**

Yes, AEL has established robust procedures to ensure sustainable sourcing across its supply chain. Central to our approach is the mandate that all suppliers must strictly abide by our comprehensive Supplier Code of Conduct that sets out the ethical, social, and environmental expectations for all entities engaged in business with the Company. Additionally, explicit requirements relating to environmental stewardship, social responsibility, and ethical business behavior are formally embedded within all supplier contracts. This contractual integration as well as CoC requirements ensure that essential ESG expectations, encompassing fair labor practices, health and safety standards, environmental impact mitigation, and strict business integrity, are clearly communicated and legally binding for our partners. By actively integrating these criteria into our procurement and onboarding processes, AEL continually mitigates supply chain risks, ensures strong alignment with our overarching sustainability goals, and fosters a responsible, resilient supplier ecosystem.

100% of AEL's procurement during the reporting period was from suppliers who have committed to AEL's ESG expectations through the Supplier Code of Conduct and contractual obligations.

3. **Describe the Processes in Place to Safely Reclaim Your Products for Reusing, Recycling and Disposing at the End of Life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous Waste and (d) Other Waste.**

Given the nature of its operations, AEL has few opportunities to reuse, recycle, or dispose of products at the end of their life cycle. However, the company enforces strict waste management protocols across its locations. Hazardous waste is carefully handled, separated, stored, and transported in accordance with regulatory requirements and industry standards. Certified recyclers, who comply with all relevant regulations, ensure hazardous waste is disposed of responsibly.

AEL also manages substantial volumes of non-hazardous waste, including mining by-products, scrap metal, wood, glass, tires, electronic waste, plastic waste, cardboard and paper. The company aims to reduce waste generation and keep waste out of landfills by encouraging reuse and recycling whenever possible. AEL is dedicated to securing Zero Waste to Landfill certification for its business units, wherever feasible, in pursuit of greater sustainability and environmental responsibility.

4. **Whether Extended Producer Responsibility (EPR) is Applicable to the Entity's Activities (Yes / No). If Yes, Whether the Waste Collection Plan is in Line with the Extended Producer Responsibility (EPR) Plan Submitted to Pollution Control Boards? If Not, Provide Steps Taken to Address the Same.**

Yes, EPR is applicable as plastic packaging of material. Our waste management plan is aligned with EPR plan submitted to the Pollution Control Boards.

### Leadership Indicators

1. Has the Entity Conducted Life Cycle Perspective / Assessments (LCA) for Any of Its Products (for Manufacturing Industry) or For Its Services (for Service Industry)? If Yes, Provide Details in the Following Format?

| NIC Code | Name of Product/ Service | % of total Turnover contributed | Boundary for which 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. |
|---|---|---|---|---|---|
| 26105 | 132 HC TOPCon Bifacial Solar PV Module | Less than 15% of total revenue | The system boundary of 132 HC TOPCon Bifacial Solar PV module product includes raw material extraction, transportation to production site, manufacturing, installation at site along with packaging material treatment, use, demolition, EoL transport, waste processing and landfill. | Yes | Yes. Adani Solar Sustainability Report FY 23-24 |
| 26105 | Perc Solar Module | | The boundary considered for the LCA study is Cradle to Grave which includes raw material extraction, transportation, emissions during different processing stages, use phase and till the end-of-life disposal of solar modules etc. | Yes | No |

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 risk/concern | Action Taken |
|---|---|---|
| No significant risks / concerns identified | | |

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 | |
|---|---|---|
| | Current FY 2025-26 | Previous FY 2024-25 |
| No recycled or reused material has been used in the production. | | |

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:

| | Current FY 2025-26 | | | Previous FY 2024-25 | | |
|---|---|---|---|---|---|---|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (Including Packaging) | 0 | 259 | 0 | 0 | 268 | 0 |
| E waste | 0 | 0 | 0 | 0 | 0 | 0 |
| Hazardous Waste | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Waste | 0 | 0 | 0 | 0 | 0 | 0 |

5. Reclaimed Products and their Packaging Materials (as percentage of products sold) for each Product Category

| Indicate Product Category | Reclaimed product and their packaging materials % of total products sold in respective category. |
|---|---|
| Solar Modules | 100% of the packaging material is reclaimed as per the EPR regulations. |





## PRINCIPLE 3: Businesses Should Respect and Promote the Well-being of All Employees, Including Those in Their Value Chains.

1. a. Details of Measures for the Well-being of Employees:

| Category | % of employees covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F /A) |
| Permanent employees | | | | | | | | | | | |
| Male | 7,246 | 7,246 | 100% | 7,246 | 100% | 0 | -- | 7,246 | 100% | -- | -- |
| Female | 783 | 783 | 100% | 783 | 100% | 783 | 100% | 0 | -- | -- | -- |
| **Total** | **8,029** | **8,029** | **100%** | **8,029** | **100%** | **783** | **9.75%** | **7,246** | **90.25%** | **--** | **--** |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 660 | 660 | 100% | 660 | 100% | 0 | -- | 660 | 100% | -- | -- |
| Female | 157 | 157 | 100% | 157 | 100% | 157 | 100% | 0 | -- | -- | -- |
| **Total** | **817** | **817** | **100%** | **817** | **100%** | **157** | **19.22%** | **660** | **80.78%** | **--** | **--** |

b. Details of Measures for the Well-being of Workers:

| Category | % of workers covered by | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | Health insurance | | Accident insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B /A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 2,243 | 2,243 | 100% | 2,243 | 100% | 0 | -- | 2,243 | 100% | -- | -- |
| Female | 191 | 191 | 100% | 191 | 100% | 191 | 100% | 0 | -- | -- | -- |
| **Total** | **2,434** | **2,434** | **100%** | **2,434** | **100%** | **191** | **7.85%** | **2,243** | **92.15%** | **--** | **--** |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 7,964 | 7,964 | 100% | 7,964 | 7,964 | 0 | -- | 7,964 | 100% | -- | -- |
| Female | 752 | 752 | 100% | 752 | 752 | 752 | 100% | 0 | -- | -- | -- |
| **Total** | **8,716** | **8,716** | **100%** | **8,716** | **8,716** | **752** | **8.63%** | **7,964** | **91.37%** | **--** | **--** |

c. Spending on Measures Towards Well-being of Employees and Workers (including permanent and other than permanent):

| | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.48% | 0.36% |

2. Details of Retirement Benefits, for Current FY and Previous Financial Year

| Benefits | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted & deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted & deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Yes | 100% | 100% | Yes |
| Gratuity | 100% | 100% | Yes | 100% | 100% | Yes |
| ESI* | 100% | 100% | Yes | 100% | 100% | Yes |
| Others – Pls specify | Nil | Nil | Nil | Nil | Nil | Nil |

*All eligible employees and workers are covered under ESI. For the Business locations which don't come under the purview of ESI, the workforce is covered under the Workmen's Compensation Act 1923.

3. **Accessibility of Workplaces**

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

In accordance with the Rights of Persons with Disabilities Act, 2016, the Company is committed to fostering an inclusive workplace that provides equal opportunities to all employees. We value a workforce built on diversity, equity, and fairness, and strive to create an environment that enables persons with disabilities to perform their roles effectively through appropriate workplace design and support mechanisms.

Our corporate offices are designed to be barrier-free and inclusive from the point of entry, with dedicated parking for PWD employees near lift lobbies and accessible ramps installed at all building entrances and basement lift areas to ensure safe and seamless movement. Vertical mobility is supported through wheelchair-compatible elevators equipped with Braille features for visually impaired employees, while each floor is provisioned with accessible washrooms designed to ensure comfort, dignity, and convenience for all.

The Company follows a structured approach to ensure accessibility across both existing and new infrastructure. This includes the design of workstations, restrooms, common areas, and internal and external pathways, all of which are planned and developed with accessibility considerations to support employees with disabilities across the workplace.

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, the Company is steadfast in its commitment to fostering an inclusive and equitable workplace for Persons with Disabilities (PwDs).

In strict alignment with the Rights of Persons with Disabilities Act, 2016, we actively promote the inclusion of PwDs by ensuring their placement in roles that best leverage their unique skills, capabilities, and functional suitability. These core principles of equal opportunity and non-discrimination are deeply integrated into our HR and Diversity & Inclusion (D&I) frameworks, cultivating a supportive environment that honors the dignity and potential of every individual.

Weblink:https://www.adanienterprises.com/-/media/Project/Enterprises/Investors/corporate-governance/Polices/Policy-on-Diversity-Equity-and-Inclusion.pdf

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

| Gender | Permanent employees | | Permanent workers | |
|---|---|---|---|---|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100% | 100% | 100% | 100% |
| Female | 78% | 41% | 100% | 100% |
| **Total** | **99%** | **97%** | **100%** | **100%** |

6. **Is there a Mechanism Available to Receive and Redress Grievances for the following Categories of Employees and Worker? If Yes, Give Details of the Mechanism in Brief.**

| **(If Yes, then give details of the mechanism in brief)** | |
|---|---|
| **Permanent Workers and Employees** | Yes. The Company provides an online grievance redressal mechanism for permanent employees and workers, with a defined resolution timeline of 14 working days. Grievances are addressed in a fair, confidential, and time-bound manner. |
| **Other than Permanent Workers** | Yes. Contractual workers may report grievances to their contractor representative or the designated Adani supervisor. The contractor is responsible for addressing these concerns and, where necessary, may escalate them to the site HR function and relevant functional heads for further resolution. |
| **Other than Permanent Employees** | Yes. Consultants, retainers and other partners engaged by the company on projects or on periodic basis are governed by the terms outlined in their respective contracts. In case of grievances, they may raise concerns with the designated HR Business Partners and relevant department heads, in line with established procedures. |





7. **Membership of Employees and Workers in Association(s) or Unions Recognized by the Listed Entity:**

The Company does not have any employee associations or unions; however, it firmly upholds the right to freedom of association and does not discourage collective bargaining.

| Category | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (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 (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) |
| **Total Permanent Employees** | | | | | | |
| - Male | 7,246 | NIL | NIL | 7,825 | NIL | NIL |
| - Female | 783 | NIL | NIL | 618 | NIL | NIL |
| **Total Permanent Workers** | | | | | | |
| - Male | 2,243 | NIL | NIL | 2,546 | NIL | NIL |
| - Female | 191 | NIL | NIL | 582 | NIL | NIL |

8. **Details of Training Given to Employees and Workers:**

| Category | FY 2025-26 (Current Financial Year) | | | | | FY 2024-25 (Previous Financial Year) | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Total (A) | On Health & safety measures | | On Skill upgradation | | Total (D) | On Health & safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| **Employees** | | | | | | | | | | |
| Male | 7,906 | 3,941 | 49.85% | 3,017 | 38.16% | 8,133 | 3,765 | 46.29% | 5,428 | 66.74% |
| Female | 940 | 427 | 45.43% | 323 | 34.36% | 768 | 370 | 48.17% | 527 | 68.62% |
| **Total** | **8,846** | **4,368** | **49.38%** | **3,340** | **37.76%** | **8,901** | **4,135** | **46.46%** | **5,955** | **66.90%** |
| **Workers** | | | | | | | | | | |
| Male | 10,207 | 7,970 | 78.08% | 5,061 | 49.58% | 27,326 | 27,326 | 100% | 6,324 | 23.14% |
| Female | 943 | 754 | 79.96% | 528 | 55.99% | 2,761 | 2,761 | 100% | 439 | 15.90% |
| **Total** | **11,150** | **8,724** | **78.24%*** | **5,589** | **50.13%** | **30,087** | **30,087** | **100%** | **6,763** | **22.48%** |

*Occupational Health and Safety program is covered as part of the mandatory induction program for all other than permanent workers.

9. **Details of Performance and Career Development Reviews of Employees and Workers:**

The Company has implemented a comprehensive Performance Management System (PMS) that provides clear, transparent guidance across all stages of the performance management process and clearly defines the roles and expectations of all participants. The PMS covers a range of structured activities, including annual performance reviews, recommendations for performance ratings and promotions, moderation processes, and the provision of individualized feedback.

All eligible employees, including permanent staff, are subject to an annual performance evaluation in accordance with the Company's established guidelines. For non permanent employees, performance assessments are conducted by the respective contractors, in line with the terms and conditions specified in their contractual agreements.

| Category | FY 2025-26 (Current Financial Year) | | | FY 2024-25 (Previous Financial Year) | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| **Employees** | | | | | | |
| Male | 7,906 | 7,087 | 89.64% | 7,825 | 6,578 | 84.06% |
| Female | 940 | 810 | 86.17% | 618 | 569 | 92.07% |
| **Total** | **8,846** | **7,897** | **89.27%** | **8,443** | **7,147** | **84.65%** |
| **Workers** | | | | | | |
| Male | 2,243 | 2,187 | 97.50% | 2,546 | 1,714 | 67.32% |
| Female | 191 | 190 | 99.48% | 582 | 200 | 34.36% |
| **Total** | **2,434** | **2,377** | **97.66%** | **3,128** | **1,914** | **61.19%** |

**Note:** The data on performance and career development reviews is for all employees and permanent workers.

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, AEL has implemented a robust Adani Group Safety Management System (SMS), a comprehensive framework designed to embed safety principles directly into all business operations. The system's primary objectives are to prevent occupational injuries and illnesses, mitigate workplace hazards, and foster a culture of continuous improvement. Our SMS is built upon eight core elements, including strong executive commitment, employee empowerment, and a focus on scientific decision-making.

Effective implementation is driven by a network of safety council and seven specialized Safety Taskforces, each focused on critical areas such as Contractor Safety Management, Training, and Technological Interventions, all operating under a defined charter and a three-tier governance structure. Our commitment to international best practices is validated by ISO 45001:2018 certification across most of our operational sites. Furthermore, this system is seamlessly integrated with our broader Integrated Management Systems (IMS), including ISO 14001, to create a unified safety and environmental framework. Regular health and safety assessments across all company sites ensure sustained compliance and drive continuous performance improvement.

b. **What are the Processes Used to Identify Work-Related Hazards and Assess Risks on A Routine and Non-Routine Basis by the Entity?**

The Adani Group has implemented a comprehensive suite of globally recognized safety interventions and risk assessment initiatives. These include Safety Interactions (SI), Site Risk Field Audits (SRFA), Process Hazard Analysis (PHA), and Pre-Startup Safety Reviews (PSSR). These initiatives are embedded within business-specific Integrated Management Systems (IMS) and are aligned with established Hazard Identification and Risk Assessment processes, such as HIRA and Job Safety Analysis (JSA). The Company has adopted this framework across its operations, and its reporting entities follow a participative and consultative approach to engage all relevant stakeholders, including employees, associates, and contract workers.

The Safety Assurance and Due Diligence programme for internal Group safety procedures is systematically conducted by the Group Safety Team across Adani locations, with the scope and frequency determined by project criticality and associated risk levels.

In addition, the Group Technological Intervention Taskforce plays a key role in identifying and deploying technology-enabled solutions aimed at reducing operational risks and improving efficiency across business operations.

The Company recognises the importance of proactively managing and mitigating dynamic risks in line with the Hierarchy of Controls, with the objective of safeguarding stakeholders, achieving the goal of Zero Harm, and supporting sustainable development.

These measures are underpinned by a comprehensive understanding of both the potential positive and negative impacts of occupational and personal risk factors on the organisation. The overarching objective is to prevent injuries, protect assets, and create sustainable value across all organisational activities and processes.

c. **Whether You Have Processes for Workers to Report the Work-Related Hazards and to Remove Themselves from Such Risks. (Y/N)**

Yes, the Company effectively leverages the Adani Group's Incident Management and Investigation System to ensure transparent and objective reporting of occupational hazards and risks. This includes the documentation of unsafe acts, hazardous conditions, near-miss incidents, injuries, occupational illnesses, and significant safety events. Each reported incident is followed by a comprehensive Root Cause Failure Analysis, based on which corrective and preventive actions are identified and implemented in accordance with the Hierarchy of Controls. These actions are systematically tracked, monitored, and closed to ensure effective resolution.

Key insights and lessons learned from such incidents are disseminated across the Group through a structured mechanism known as the Fatal Risk Control (FRC) process, which forms an integral part of the Group's Safety Governance framework. The progress and effectiveness of FRC initiatives are periodically reviewed at the Adani Apex Safety Steering Council and Business Safety Council meetings.

To further support and strengthen these processes, the Adani Group has deployed a digital Occupational Health and Safety (OH&S) reporting platform, accessible to all employees and workers through both a web-based interface and a dedicated mobile application.

d. **Do the Employees/ Worker of the Entity have Access to Non-occupational Medical and Healthcare Services? (Yes/ No)**

AEL provides employees and workers access to non-occupational medical and healthcare services, supported by well-equipped hospitals and on-site emergency facilities across locations. Comprehensive medical insurance and accident coverage are in place to support medical emergencies. The Company conducts pre-employment and periodic health assessments, regular health check-ups, and awareness programmes. The company also prioritises mental well-being through structured initiatives that promote stress management and a healthy work–life balance, ensuring the well-being of employees and contractors.

11. **Details of Safety Related Incidents, in the Following Format:**

| Safety Incident/Number | Category | Current FY (2025-26) | Previous FY (2024-25) |
|---|---|---|---|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.049 | 0.14 |
| | Workers | 0.065 | 0.13 |
| Total recordable work-related injuries | Employees | 1 | 3 |
| | Workers | 19 | 16 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 6 | 4 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

12. **Describe the Measures Taken by the Entity to Ensure a Safe and Healthy Workplace.**

The health, safety, and well-being of our people are of paramount importance to the Company. To uphold this commitment, we have adopted a collaborative and shared-responsibility approach, engaging individuals at all levels to strengthen a strong and consistent safety culture across our operations. Our focus is on reducing reportable incidents and injuries while maintaining robust oversight of safety performance across all sites.

At the Adani Group, the principle of "Growth with Goodness" is intrinsically linked to the protection of our people through a Zero Harm culture. We are committed to nurturing a Culture of Care, ensuring that every task is carried out safely. This approach supports the long-term growth and sustainability of our businesses and promotes a Generative Safety Culture through both top-down leadership commitment and bottom-up employee participation.

The Adani Group has implemented comprehensive Safety Management Systems aligned with international standards and global best practices. These systems comprise policies, procedures, and guidelines designed to systematically identify, assess, and mitigate workplace hazards and risks. They provide a structured framework to enhance safety awareness and ensure compliance with applicable safety regulations. All AEL businesses operate in alignment with the Group's Safety Management Systems.

The Company conducts regular training and awareness programmes to equip employees and contractors with the knowledge and skills required to identify and manage workplace hazards effectively. These initiatives cover safe work practices, emergency response procedures, correct handling of equipment and machinery, and the appropriate use of personal protective equipment (PPE). During the year, the Data Centre business introduced several digital initiatives, including virtual reality-based training for high-risk activities and AI-enabled monitoring systems to enhance worker awareness and safety outcomes. The Solar Manufacturing business under the New Energy Ecosystem has established a strong safety framework through seven dedicated task forces, operating in accordance with Group Safety standards. In the Airports business, regular safety audits and inspections are conducted to identify potential hazards or unsafe conditions, followed by timely corrective actions. In addition, a rigorous work-permit system is maintained, supported by initiatives such as toolbox talks, task briefings, job-specific training, job safety analyses, and mock drills, all of which contribute to embedding a strong safety culture across operations.

The Company actively encourages employee engagement and participation in safety-related activities. Employees are empowered to provide feedback, raise safety concerns, and contribute to the development and implementation of safety measures. This collective approach fosters a culture where every individual feels accountable not only for their own safety, but also for the safety and well-being of their colleagues.





13. **Number of Complaints on the Following Made by Employees and Workers:**

| Category | Current FY (2025-26) | | | Previous FY (2024-25) | | |
|---|---|---|---|---|---|---|
| | 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** | NIL | NIL | NA | NIL | NIL | NA |
| **Health & Safety** | NIL | NIL | NA | NIL | NIL | NA |

14. **Assessments for the Year:**

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

15. **Provide Details of Any Corrective Action Taken or Underway to Address Safety-Related Incidents (if any) and on Significant Risks / Concerns Arising from Assessments of Health & Safety Practices and Working Conditions.**

Each incident is subject to a detailed investigation in line with the Adani Group's Safety Guidelines on Incident Reporting and Investigation. Key learnings are systematically disseminated across locations to prevent recurrence. In parallel, employees and workers are actively encouraged to report unsafe acts and conditions, reinforcing a proactive safety culture focused on prevention.

For example, within AEL's Natural Resources division, the company employs a specialized team called Ground Zero Safety Personnel (GZSPs) at all its locations. Their main duty is to quickly identify hazards and evaluate the associated risks on-site. Alongside GZSPs, we also have safety patrollers who provide a more detailed inspection of the sites around the clock. Additionally, employees conduct safety field risk audits to identify risks and opportunities, which they then address. The results of these audits and inspections are reviewed monthly at both the site and Business level safety meetings.

### 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).**

Employees: Yes, Workers: Yes

The Company has instituted a Death Benevolent Fund (DBF) as a welfare measure to provide financial assistance to the families of employees and on-roll workers in the event of the unfortunate demise of an employee during the course of employment.

The DBF is governed by a formal DBF Policy, which outlines the eligibility criteria, quantum of assistance, and the process for disbursement, ensuring timely and dignified support to the bereaved families.

This initiative reflects the Company's commitment to safeguarding the well-being and financial security of its workforce and their dependents, extending care beyond the workplace.

2. **Provide the Measures Undertaken by the Entity to Ensure That Statutory Dues Have Been Deducted and Deposited by the Value Chain Partners.**

AEL ensures compliance with statutory obligations across its value chain through systematic verification of statutory dues during routine bill processing. The Company also undertakes regular reviews and inspections to ensure adherence to labour-related statutory requirements, including the timely payment of wages and social security benefits.

3. **Provide the Number of Employees / Workers Having Suffered High Consequence Work-Related Injury/ Ill-Health / Fatalities (As Reported in Q11 Of Essential Indicators Above), Who Have Been Rehabilitated and Placed in Suitable Employment or Whose Family Members Have Been Placed in Suitable Employment:**

| | Total 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 | |
|---|---|---|---|---|
| | Current FY (2025-26) | Previous FY (2024-25) | Current FY (2025-26) | Previous FY (2024-25) |
| Employees | NIL | NIL | NIL | NIL |
| Workers | 6 | 4 | 1 | 1 |

4. **Does the Entity Provide Transition Assistance Programs to Facilitate Continued Employability and the Management of Career Endings Resulting from Retirement or Termination of Employment? (Yes/ No)**

   Yes, the Company has instituted a formal Career Transition Program (CTP) facilitated by an external service provider to support continued employability and ensure the dignified management of career transitions arising from superannuation/retirement, workforce restructuring, business closure, or site shutdown.

   The CTP offers structured support across key areas, including financial management and retirement readiness, awareness of statutory and separation benefits, future career and life guidance, employability support (such as resume building, interview preparedness, and career coaching), upskilling and digital readiness, as well as well-being and emotional resilience.

5. **Details on Assessment of Value Chain Partners.**

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Health & Safety Practices | 100% of significant* suppliers. |
| Working Conditions | |

*Suppliers contributing to 2% or more of the total procurement value

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.**

   During the assessment of Company's Significant Suppliers on Health and Safety Practices and Working Conditions, no significant risks or concerns were identified.

## PRINCIPLE 4: Businesses Should Respect the Interests of and be Responsive to All Its Stakeholders.

1. **Describe the Processes for Identifying Key Stakeholder Groups of the Entity.**

   AEL recognises that effective stakeholder engagement is critical to understanding stakeholder expectations, collaborating to mitigate risks, maintaining social legitimacy, strengthening credibility, and building long term trust.

   Stakeholders are defined as individuals and groups that can influence, or are influenced by, the Company's operations, activities, either directly or indirectly. These include local communities, employees, supply chain partners, customers, investors, regulatory authorities and industry associations.

   The Company is committed to engaging with its stakeholders in an open, transparent, and constructive manner, with the objective of strengthening collaboration, fostering mutual support, and building sustainable, long-term relationships.

   For more details, please refer to Chapter: Stakeholder Engagement, Page Number: 56





2. **List Stakeholder Groups Identified as Key for Your Entity and the Frequency of Engagement with Each Stakeholder Group.**

| Key identified stakeholders | Whether identified as Vulnerable and marginalized group (Yes/ No) | Channel of communication | Frequency of engagement | Purpose and scope of engagement |
|---|---|---|---|---|
| Employees | No | Employee Wellbeing Programme, Employee Engagement Surveys, Whistleblower Policy, Townhalls, Emails, Newsletters Grievance Redressal Mechanisms | Continual | HR policies, Career progression, trainings |
| Shareholders/ Investors | No | Email, Annual General Meetings, Quarterly/Annual results, Website information, Official press release | Continual and Event Based | Business sustainability, economic performance |
| Customers | No | Regular customer meetings, Sales visit, Customer satisfaction Survey, E-Mails | Continual | Quality, timely delivery, Order placements |
| Suppliers | No | Regular supplier meeting, Suppliers Assessments, Contract Negotiations, Supplier Grievance Redressal Mechanism | Continual | Quality, Sustainability |
| Government and Regulatory Bodies | No | Compliance meetings, Industry associations, Telephonic, Video conferences and email communication | Need Based | Compliance, Policy advocacy |
| Community | Yes | Community meetings, SRoI assessments, Community Greviance Redressal | Continual | CSR, Education, Welfare |
| Industry Associations | No | Conferences, Telephonic and email communication, Meetings and Formal Dialogue | Need based | Policy Advocacy, Access to Market Intelligence and Best Practices, Brand Positioning |

### 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.**

   Our objective is to grow our business while placing equal emphasis on environmental stewardship and social well-being. We believe that the creation of long-term, sustainable value requires a balanced consideration of the interests of all stakeholders, including consumers, clients, employees, vendors, shareholders, business partners, and the communities in which we operate. This philosophy underpins our multi-stakeholder model of sustainable development.

   To strengthen stakeholder engagement, the Company has implemented a Stakeholder Engagement Policy, which has enhanced and formalised our processes for dialogue, consultation, and interaction with stakeholders.

   Stakeholder engagement is a continuous and proactive process, led by the Company's leadership. In addition, a Stakeholder Relationship Committee has been constituted to support the Board in overseeing the effective engagement with stakeholders and protection of their interests.

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, the Company actively encourages business partners to provide inputs and feedback through structured stakeholder engagement processes. These consultations play a critical role in strengthening the Company's initiatives, with areas such as financial planning, CSR outlays, and programme design guided by insights derived from materiality assessments. Stakeholder engagement is undertaken based on the principles of responsibility, influence, impact, and dependency.

To ensure meaningful engagement, customized questionnaires are designed for different stakeholder groups to capture key concerns and priority areas. This consultative approach enables comprehensive coverage of Environmental, Social, and Governance (ESG) issues, while facilitating active involvement of AEL's employees and management in addressing stakeholder expectations.

The materiality assessment outcomes help identify and prioritize key ESG topics, focusing on issues with the highest stakeholder significance and business impact. Responses are gathered from a diverse set of stakeholders, including senior and middle management, employees, contract workers, suppliers, and other relevant groups.

Inputs received through this process are systematically integrated into the Company's ESG policies, strategies, and operational practices, ensuring alignment with stakeholder expectations and continuous improvement in sustainability performance.

3. **Provide Details of Instances of Engagement with, and Actions Taken To, Address the Concerns of Vulnerable/ Marginalized Stakeholder Groups.**

The Company has instituted a structured framework to identify disadvantaged, vulnerable, and marginalised stakeholders. For all new projects and expansions, proactive engagement is undertaken, primarily through targeted CSR initiatives.

A robust stakeholder engagement and grievance redressal mechanism is operational across all locations to ensure effective communication and timely resolution of concerns. The Company engages closely with vulnerable communities through focused CSR programmes, including initiatives dedicated to women's empowerment by enhancing financial independence, leadership, and livelihood skills.

Additionally, the Company's CSR efforts extend to supporting farmers, students, and unemployed youth, thereby fostering inclusive and sustainable community development.

For further details, please refer: https://www.adanifoundation.org/

## PRINCIPLE 5: Businesses Should Respect and Promote Human Rights.

1. **Employees and Workers Who Have Been Provided Training on Human Rights Issues and Policy(ies) of the Entity, in the Following Format:**

| Category | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Total (A) | No. employees / workers covered (B) | % (B/A) | Total (C) | No. employees / workers covered (D) | % (D/C) |
| **Employees** | | | | | | |
| Permanent | 8,029 | 4,785 | 59.60% | 8,443 | 5,615 | 66.50% |
| Other than permanent | 817 | 28 | 3.43% | 458 | 37 | 8.08% |
| **Total Employees** | **8,846** | **4,813** | **54.41%** | **8,901** | **5,652** | **63.50%** |
| **Workers** | | | | | | |
| Permanent | 2,434 | 19 | 0.78% | 3,128 | 3,128 | 100% |
| Other than permanent | 8,716 | 8,716 | 100% | 26,959 | 26,959 | 100% |
| **Total Workers** | **11,150** | **8,735** | **78.34%** | **30,087** | **30,087** | **100%** |





**Note:** Our approach to human rights is guided by our policy on Human Rights, which aligns with relevant national and international standards and protocols. As part of mandatory induction program for all the workers, we include Human rights related parameters in the induction module.

In line with our learning and development strategy, we offer digital learning modules, which covers various aspects of ESG, including Human Rights, Diversity, Equity, and Inclusion (DEI), Prevention of Sexual Harassment (POSH), Health & Safety, and Working Conditions. Additionally, our induction program for new hires, including other than permanent workers, has a dedicated Human Rights awareness program.

2. **Details of Minimum Wages Paid to Employees and Workers, in the Following Format:**

| Category | FY 2025-26 Current Financial Year | | | | | FY 2024-25 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 | 7,246 | 0 | -- | 7,246 | 100% | 7,825 | 0 | -- | 7,825 | 100% |
| Female | 783 | 0 | -- | 783 | 100% | 618 | 0 | -- | 618 | 100% |
| **Other than Permanent** | | | | | | | | | | |
| Male | 660 | 0 | -- | 660 | 100% | 308 | 0 | -- | 308 | 100% |
| Female | 157 | 0 | -- | 157 | 100% | 150 | 0 | -- | 150 | 100% |
| **Workers** | | | | | | | | | | |
| **Permanent** | | | | | | | | | | |
| Male | 2,243 | 0 | -- | 2,243 | 100% | 2,546 | 0 | -- | 2,546 | 100% |
| Female | 191 | 0 | -- | 191 | 100% | 582 | 0 | -- | 582 | 100% |
| **Other than Permanent** | | | | | | | | | | |
| Male | 7,964 | 0 | -- | 7,964 | 100% | 24,780 | 0 | -- | 24,780 | 100% |
| Female | 752 | 0 | -- | 752 | 100% | 2,179 | 0 | -- | 2,179 | 100% |

3. a. **Details of Remuneration/Salary/Wages, in the Following Format:**

| | Male | | Female | |
|---|---|---|---|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 7 | 1.59 crore | 1 | 0.60 crore |
| Key Managerial Personnel* | 6 | 9.12 crore | 0 | -- |
| Employees other than BoD and KMP | 7,900 | 0.12 crore | 940 | 0.07 crore |
| Workers** | 2,243 | 0.043 crore | 191 | 0.048 crore |

* Includes Chairman, Managing Director, two Executive Directors, Chief Financial Officer and Company Secretary.

**The remuneration data is disclosed for Permanent Workers

b. **Gross Wages Paid to Females as % of Total Wages Paid by the Entity, in the Following Format:**

| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Gross wages paid to females as % of total wages | 6.02% | 5.24% |

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, the Company has designated a focal point responsible for addressing human rights impacts or issues caused or contributed to by the business. The Focal Point is responsible for driving the implementation and awareness of the Group Human Rights Policy, coordinating human rights–related grievances while ensuring protection against retaliation, and supporting periodic human rights due diligence and risk monitoring. The role also includes ensuring compliance, maintaining documentation, supporting ESG/BRSR reporting requirements, and acting as the nodal point for coordination and escalation of human rights–related matters.

The focal point operates with the authority and independence necessary to effectively address human rights concerns and drive corrective actions where required.

5. **Describe the Internal Mechanisms in Place to Redress Grievances Related to Human Rights Issues.**

The Company has established a comprehensive Policy on Employee Grievance Management that incorporates the primary internal mechanism for redressing grievances, including those related to human rights issues ensuring that employees have a formal, accessible, and structured channel to raise and resolve human rights-related concerns.

6. **Number of Complaints on the Following Made by Employees and Workers:**

| | FY 2025-26 Current Financial Year | | | FY 2024-25 Previous Financial Year | | |
|---|---|---|---|---|---|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 5 | 1* | NIL | 4 | 0 | NIL |
| Discrimination at workplace | NIL | NIL | NIL | 3 | 0 | NIL |
| Child Labour | NIL | NIL | NIL | NIL | NIL | NIL |
| Forced Labour / Involuntary Labour | NIL | NIL | NIL | NIL | NIL | NIL |
| Wages | NIL | NIL | NIL | NIL | NIL | NIL |
| Other human rights related issues | NIL | NIL | NIL | NIL | NIL | NIL |

*The pending complaint was resolved in April 2026.

7. **Complaints Filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the Following Format:**

| | FY 2025-26 Current Financial Year | FY 2024-25 Previous Financial Year |
|---|---|---|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 5 | 4 |
| Complaints on POSH as a % of female employees / workers | 0.44% | 0.52% |
| Complaints on POSH upheld | 4 | 4 |

8. **Mechanisms to Prevent Adverse Consequences to the Complainant in Discrimination and Harassment Cases.**

The Company has instituted a robust Whistle Blower and Protected Disclosure Policy to safeguard complainants from any form of reprisal, discrimination, or adverse employment consequences. The policy ensures a zero-retaliation environment, wherein employees raising concerns in good faith are protected from harassment or discrimination, with strict disciplinary action, including termination, imposed on those found engaging in retaliatory behaviour.

The identity of the complainant is maintained with the highest level of confidentiality, in accordance with applicable laws, to minimize any potential risk of adverse consequences. The Company also provides multiple escalation channels, enabling complainants to report concerns through supervisors, managers, or designated officials, with provisions to escalate matters to senior authorities such as the Chairman's Office, Vigilance & Ethics Officer, or the Chairman of the Audit Committee, where necessary.

The Company is committed to the prompt investigation and appropriate resolution of all reported cases, including any instances of retaliation. Protection under the policy extends not only to the complainant but also to individuals assisting in the investigation process. Additionally, the Company proactively takes measures to mitigate any difficulties faced by the complainant as a result of raising a concern, thereby reinforcing a safe and transparent reporting environment.

9. **Do Human Rights Requirements Form Part of Your Business Agreements and Contracts? (Yes/No)**

Yes, the human rights related requirements are covered as a part of the vendor onboarding process through our Vendor Management Portal. It is also covered as a part of our Supplier Code of Conduct.

10. **Assessments for the Year:**

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|---|---|
| Child labour | 82% |
| Forced/involuntary labour | 82% |
| Sexual harassment | 82% |
| Discrimination at workplace | 82% |
| Wages | 82% |
| 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 10 Above.**

No significant risks / concerns identified during assessments.

## Leadership Indicators

1. **Details of a Business Process Being Modified / Introduced as a Result of Addressing Human Rights Grievances/ Complaints.**

There were no instances of a business process being modified/ introduced as a result of addressing human rights grievances / complaints in the reporting year.

2. **Details of the Scope and Coverage of Any Human Rights Conducted Due Diligence.**

100% of our sites and offices have been covered under Human Rights Due Diligence assessments.

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?**

The Company has implemented comprehensive accessibility measures to ensure a safe and inclusive workplace for all visitors including differently abled. Ramps have been installed at all entry points of the office building as well as across basement lift lobbies to facilitate smooth and safe movement for wheelchair users. All elevators are wheelchair-compatible and equipped with Braille stickers to support visually impaired individuals.

In addition, the workplace is equipped with audio-visual alarm systems to effectively communicate emergency situations to all occupants. Dedicated accessible washrooms with standard amenities are available on each floor. The Company also provides motorised wheelchairs to further enhance mobility support within its premises.

4. Details on Assessment of Value Chain Partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Sexual Harassment | 100% of significant* suppliers. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |
| Others – please specify | NA |

*Suppliers contributing to 2% or more of the total procurement value

5. Provide Details of Any Corrective Actions Taken or Underway to Address Significant Risks / Concerns Arising From The Assessments At Question 4 Above.

No significant risks / concerns have been identified.

## PRINCIPLE 6: Businesses Should Respect and Make Efforts to Protect and Restore the Environment.

1. Details of Total Energy Consumption (In Joules or Multiples) and Energy Intensity, Following Format.

| Parameter | Current FY (2025-26) | Previous FY (2024-25) |
|---|---|---|
| **From Renewable Sources** | | |
| Total electricity consumption **(A)** | 8,09,671 | 5,98,020 |
| Total fuel consumption **(B)** | 0 | 0 |
| Energy consumption through other sources **(C)** | 0 | 0 |
| **Total energy consumed from renewable sources (A+B+C)** | **8,09,671** | **5,98,020** |
| Total electricity consumption **(D)** | 34,22,307 | 18,74,092 |
| Total fuel consumption **(E)** | 54,25,573 | 39,56,293 |
| Energy consumption through other sources **(F)** | 3,93,379 | 3,80,411 |
| **Total energy consumed from Non-renewable sources (D+E+F)** | **92,41,259** | **62,10,796** |
| **Total energy consumed (A+B+C+D+E+F)** | **1,00,50,930** | **68,08,816** |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)* Giga Joule/crore | **175** | **165** |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^ (Total energy consumed / Revenue from operations adjusted for PPP) Giga Joule/crore | **356** | **331**** |
| Energy intensity in terms of physical output# | **1,136** | **765** |
| Energy intensity (optional) – the relevant metric may be selected by the entity | -- | -- |

* For all the Intensity calculations, we have considered the annual turnover for only those businesses whose Environmental data has been used for reporting purposes. Revenue in ₹ crore.

^Revenue in Million USD.

# Physical Output calculated basis the number of employees

**The intensity values for previous year have been recalculated based on updated PPP factors for last year, as per IMF.





**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, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd. and its report shall form part of this Integrated Annual Report.

2. Does the Entity Have Any Sites / Facilities Identified as Designated Consumers (DCs) Under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If Yes, Disclose Whether Targets Set Under the PAT Scheme Have Been Achieved. In Case Targets Have Not Been Achieved, Provide the Remedial Action Taken, if Any.

No. The PAT scheme is not applicable to the Company's businesses.

3. Provide Details of the Following Disclosures Related to Water, in the Following Format:

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | 64,490 | 59,108 |
| (ii) Groundwater | 30,57,738 | 25,98,097 |
| (iii) Third party water | 21,07,820 | 17,35,795 |
| (iv) Seawater / desalinated water | 43,68,035 | 14,59,762 |
| (v) Others | 0 | 56 |
| **Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)** | **95,98,083** | **58,52,818** |
| **Total volume of water consumption (in kilolitres)** | **81,64,370** | **43,43,586** |
| **Water intensity per rupee of turnover*** (Water consumed, KL / turnover in crore) | **142** | **105** |
| **Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^** (Total water consumption,KL / Revenue from operations adjusted for PPP) | **289** | **211**** |
| **Water intensity in terms of physical output#** (Water consumed, KL /Employee Headcount) | **923** | **488** |
| **Water intensity** (optional) – the relevant metric may be selected by the entity | -- | -- |

* For all the Intensity calculations, we have considered the annual turnover for only those businesses whose Environmental data has been used for reporting purposes.

^ Revenue in Million USD.

#Physical Output calculated basis the number of employees.

**The intensity values for previous year have been recalculated based on updated PPP factors for last year, as per IMF.

**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, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd., and its report shall form part of this Integrated Annual Report.

4. **Provide the Following Details Related to Water Discharged:**

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Water discharge by destination and level of treatment (in kiloliters)** | | |
| **(i) To Surface Water** | | |
| No treatment | 0 | 6,985 |
| With treatment – please specify level of treatment | 0 | 0 |
| **(ii) To Ground water** | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| **(iii) To Sea water** | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 11,50,537 | 10,31,113 |
| **(iv) Sent to third parties** | | |
| No treatment | 25,217 | 27,415 |
| With treatment – please specify level of treatment | 2,57,959 | 4,43,719 |
| **(v) Others** | | |
| No treatment | 0 | 0 |
| With treatment – please specify level of treatment | 0 | 0 |
| **Total water discharged (in kilolitres)** | **14,33,713** | **15,09,232** |

**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, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd. and its report shall form part of this Integrated Annual Report

5. **Has the Entity Implemented a Mechanism for Zero Liquid Discharge? If Yes, Provide Details of its Coverage and Implementation.**

AEL remains committed to complying with all applicable statutory requirements prescribed by the Central and State Pollution Control Boards, underscoring its focus on responsible environmental stewardship. Robust systems have been established across the Mining, Wind, RMRW, and Copper Business which operate under Zero Liquid Discharge (ZLD) frameworks. At mining operations, all washery process water is fully recycled and reused within the mining lease areas for dust suppression, greenbelt development, haul road sprinkling, and other operational requirements.

The Company's copper refinery also follows a ZLD approach, ensuring complete recycling and reuse of treated water across processes to minimise freshwater consumption and eliminate effluent discharge. In addition, most of our airport operations have adopted ZLD practices, supported by sewage treatment plants (STPs) that treat wastewater for reuse in horticulture across airport premises.

Across other business units, AEL has implemented effective sewage and effluent treatment systems in line with statutory requirements, with a continued focus on maximising the reuse of treated water for internal applications wherever feasible. Through these initiatives AEL aims to reduce its environmental footprint and promote sustainable water resource management and conservation.





6. **Please Provide Details of Air Emissions (Other Than GHG Emissions) by the Entity, in the Following Format:**

| Parameter | Please specify unit | FY 2025-26* (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| NOx | MT | 125 | 108 |
| SOx | MT | 492 | 7 |
| Particulate matter (PM) | MT | 24 | 8 |
| Persistent organic pollutants (POP) | MT | NIL | NIL |
| Volatile organic compounds (VOC) | MT | 10 | 9 |
| Hazardous air pollutants (HAP)- Acid Mist | MT | 20 | NIL |
| Others – please specify | MT | NIL | NIL |

*Increase in air emissions is attributed to operationalization of copper plant

7. **Provide Details of Greenhouse Gas Emissions (Scope 1 and Scope 2 Emissions) & Its Intensity, in the Following Format**

| Parameter | Unit | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|---|
| **Total Scope 1 emissions^** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $MtCO_2e$ | 4,22,295 | 3,04,428 |
| **Total Scope 2 emissions** (Break-up of the GHG into $CO_2$, $CH_4$, $N_2O$, HFCs, PFCs, $SF_6$, $NF_3$, if available) | $MtCO_2e$ | 7,17,833 | 4,19,927 |
| **Total Scope 1 and Scope 2 emissions per rupee of Turnover*** (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | $MtCO_2e$/crore of turnover | **20** | **18** |
| **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) | $MtCO_2e$/ Million USD of turnover | **40** | **35**** |
| **Total Scope 1 and Scope 2 emission intensity in terms of physical output#** | $MtCO_2e$/ Employee Headcount | **129** | **81** |
| **Total Scope 1 and Scope 2 emission intensity (optional)** – the relevant metric may be selected by the entity | -- | | -- |

^ Fugitive methane emissions have been excluded from Scope 1 inventory from both the years as our formal agreement stipulates that they are an inherent byproduct of coal mining owned by the principal asset owner, for whom we act solely as a service provider.

* For all the Intensity calculations, we have considered the annual turnover for only those businesses whose Environmental data has been used for reporting purposes.

#Physical Output calculated based on the number of permanent employees.

**The intensity values for previous year have been recalculated based on updated PPP factors for last year, as per IMF.

**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, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd. and its report shall form part of this Integrated Annual Report.

8. **Does the Entity Have Any Project Related to Reducing Green House Gas Emission? If Yes, then Provide Details.**

In line with Adani Group's target to meet India's Climate Change (NDC) commitments of emission reduction, the company has taken various initiatives such as:

- Increased green cover across AEL businesses by planting 2.9 million trees till FY 2025-26 to increase carbon sink
- Adani solar added 5.2 MW wind capacity and 1.6 MW rooftop solar in addition to existing renewable energy installations.
- Mining process optimization by powder factor improvement that reduces SME consumption
- Implementation of Fuel Management System at Suliyari and GP III Coal Mines ensuring accurate monitoring and transparent control of fuel usage, leading to improved operational efficiency, enhanced accountability, and greater reliability through data-driven insights

9. **Provide Details Related to Waste Management by the Entity, in the Following Format:**

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Total Waste generated (in metric tonnes)** | | |
| Plastic waste **(A)** | 1,483 | 4,431 |
| E-waste **(B)** | 7 | 31 |
| Bio-medical waste **(C)** | 1 | 0 |
| Construction and demolition waste **(D)** | 2,087 | 1,222 |
| Battery waste **(E)** | 2 | 99 |
| Radioactive waste **(F)** | 0 | 0 |
| Other Hazardous waste. Please specify, if any. **(G)** | 17,947 | 464 |
| Other Non-hazardous waste generated **(H)** | 3,25,132 | 3,22,206 |
| **Total (A + B + C + D + E + F + G + H)** | **3,46,659** | **3,28,453** |
| **Waste intensity per rupee of turnover*** (Total waste generated / Revenue from operations) | **6** | **8** |
| **Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^** (Total waste generated / Revenue from operations adjusted for PPP) | **12** | **16**** |
| **Waste intensity in terms of physical output#** (Total waste generated / Employee Headcount) | **39** | **37** |
| **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 | 1,25,807 | 17,823 |
| (ii) Re-used | 2,109 | 1,282 |
| (iii) Other recovery operations | 35,381 | 29,678 |
| **Total** | **1,63,297** | **48,783** |
| **For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)** | | |
| **Category of waste** | | |
| (i) Incineration | 151 | 149 |
| (ii) Landfilling | 17,222 | 821 |
| (iii) Other disposal operations | 1,784 | 2,78,698 |
| **Total** | **19,157** | **2,79,668** |





**Note:** As the lifecycle of OB is governed by Mine Closure Regulations and Environmental Clearances rather than standard waste protocols, it is excluded from waste generation and reuse figures. The OB generated (127.1 million $m^3$ for FY 2025-26 and 133.6 million $m^3$ for FY 2024-25) shall be reclaimed in accordance with Mine Closure Plans.

* For all the Intensity calculations, we have considered the annual turnover for only those businesses whose Environmental data has been used for reporting purposes.

^ Revenue in Million USD.

# Physical Output calculated based on the number of permanent employees

**The intensity values for previous year have been recalculated based on updated PPP factors for last year, as per IMF.

**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, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd. and its report shall form part of this Integrated Annual Report.

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.**

Adani Enterprises adopts an integrated waste management approach anchored in resource efficiency and circularity principles. Across its establishments, waste is managed through a structured lifecycle framework covering identification, segregation, safe storage, recycling, recovery, and environmentally sound disposal. This approach is embedded within the Company's environmental management systems and supported by a AEL's Resource Conservation policy aimed at minimising waste generation and maximising reuse and recycling.

The Company actively manages diverse waste streams, including industrial, municipal, e-waste, scrap, and mining overburden. Wherever feasible, waste materials are reused or repurposed such as utilisation of mining overburden for backfilling and land restoration, while other recyclable waste streams are channelled to authorised recyclers. While several business locations have already achieved Zero Waste to Landfill certification, the remaining are actively progressing towards attaining the same.

With respect to hazardous and toxic materials, AEL follows a preventive and risk-based approach. Efforts are focused on reducing the use of hazardous chemicals through process optimisation, adoption of safer alternatives, and improved operational controls. Hazardous wastes generated are strictly handled in compliance with regulatory requirements, including scientific segregation, secure storage, and transportation through authorised vendors.

Continuous monitoring, audits, and data driven reviews enable identification of reduction opportunities in material usage and improvement in waste handling practices, ensuring compliance as well as alignment with sustainability objectives.

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:**

| 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. |
|---|---|---|---|
| None of the operations/offices of AEL are in/around the ecologically sensitive areas. | | | |

12. **Details of Environmental Impact Assessments of Projects Undertaken by the Entity Based on Applicable Laws, in the Current Financial Year:**

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Weblink |
|---|---|---|---|---|---|
| **Natural Resources** | | | | | |
| 1) Gondbahera Ujheni Underground Coal mine of production capacity 4.12/ 6.18 MTPA (Normative/Peek) of M/s MP Natural Resources Private Limited, located at Villages: Talwa, Tinguri, Majhauli, Devra and Ujaini; District: Singrauli; State: Madhya Pradesh | EIA Notification 2006 amended till date | EC Granted on 15.04.2025 EC Identification No. EC24A0102MP5628091N | Yes | Yes | https://parivesh.nic.in//utildoc/119506868_1738935837916.pdf |
| 2) GONDBAHERA UJHENI EAST COAL MINE by M/s Mahan Energen Limited, located at villages: Majhauli, Ujjaini, Pachaur & Kunda; Tehsil; Deosar; District: Singrauli; State: Madhya Pradesh | EIA Notification 2006 amended till date | EC recommended on its 32$^{nd}$ EAC meeting dated 24$^{th}$-25$^{th}$ Sept via MOM dated 09.10.2025 | Yes | Yes | https://parivesh.nic.in//utildoc/137753147_1760015575070.pdf |
| **Airports** | | | | | |
| 1) LGBIA, Guwahati Proposed Expansion of Lokpriya Gopinath Bordoloi International Airport (LGBIA) to enhance the Passenger Handling Capacity up to 18 MPPA & Cargo Handling Capacity up to 0.15 MTPA at Guwahati, Assam by M/s Guwahati International Airport Limited (GIAL) | EIA Notification 2006 amended till date | 04-Sep-25 | Yes | Yes | https://parivesh.nic.in/certificates/_GUWAHATI_INTERNATIONAL_AIRPORT_LIMITED/229/136931682/V_null_SIA_AS_INFRA2_552997_2025_136931693_-signed.pdf |
| 2) CSMIA, Mumbai Amendment in Environmental Clearance for NonOperational Area (Landside) Development of Chhatrapati Shivaji Maharaj International Airport by Mumbai International Airport Limited | EIA Notification 2006 amended till date | 08-Oct-25 | Yes | Yes | https://parivesh.nic.in/certificates/_MUMBAI_INTERNATIONAL_AIRPORT_LIMITED/2/109615474/V_0_SIA_MH_INFRA2_500973_2024_109615484_-signed.pdf |
| 3) SVPIA , Ahmedabad City Side Development Project by Adani Airport Holdings Ltd | EIA Notification 2006 amended till date | 02-Oct-25 | Yes | Yes | https://parivesh.nic.in/certificates/_ADANI_AIRPORT_HOLDINGS_LIMITED/2/131801122/V_0_SIA_GJ_INFRA2_544260_2025_131801123_-signed.pdf |
| 4) CCSIA, Lucknow City Side Development Project by Adani Airport Holdings Ltd | EIA Notification 2006 amended till date | 18-Nov-25 | Yes | Yes | https://parivesh.nic.in/certificates/_ADANI_AIRPORT_HOLDINGS_LIMITED/37/133095527/V_0_SIA_UP_INFRA2_546585_2025_133095528_-signed.pdf |





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.**

| S. No. | Specify the law/ regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|---|---|---|---|
| 1. | Nil | Nil | Not Applicable | Not Applicable |

## Leadership Indicators

1. **Water Withdrawal, Consumption and Discharge in Areas of Water Stress (in Kilolitres):**

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

(i) Name of the Area

The Company has classified its operations at Jaipur, Ahmedabad, Noida, and Prayagraj as water-stressed locations, in accordance with the categorization provided by the Central Ground Water Authority (CGWA).

(ii) Nature of Operations

The Company operates Jaipur and Ahmedabad Airports, a sewage treatment plant (STP) at Prayagraj, and a Data Center in Noida. Accordingly, water withdrawal, consumption, and discharge associated with these operations have been reported in the table below.

(iii) Water Withdrawal, Consumption and Discharge in the Following Format:

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| **Water withdrawal by source (in kilolitres)** | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 62,678 | 41,587 |
| (iii) Third party water | 3,78,423 | 3,32,679 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 55,808 | 0 |
| **Total volume of water withdrawal (in kilolitres)** | **4,96,909** | **3,74,266** |
| **Total volume of water consumption (in kilolitres)** | **4,96,909** | **3,74,266** |
| **Water intensity per rupee of turnover** (Total water consumption KL / Revenue from Operations in crore) | 9 | 9 |
| **Water discharge by destination and level of treatment (in kilolitres)** | | |
| (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 |

| Parameter | FY 2025-26 (Current Financial Year) | FY 2024-25 (Previous Financial Year) |
|---|---|---|
| (iv) Sent to third-parties | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| (v) Others | | |
| - No treatment | 0 | 0 |
| - With treatment – please specify level of treatment | 0 | 0 |
| **Total water discharged (in kilolitres)** | **0** | **0** |

**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, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd., and its report shall form part of this Integrated Annual Report.

2. **Please Provide Details of Total Scope 3 Emissions & Its Intensity, in the Following Format:**

| | Current FY (2025-26) | Previous FY (2024-25) |
|---|---|---|
| Total Scope 3 emissions | 1,23,87,917 | 93,65,982 |
| Total Scope 3 emissions per rupee of turnover ($MtCO_2e$/crore of turnover) | 216 | 227 |
| **Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity** | -- | -- |

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

Yes, this data has been subject to independent reasonable assurance by Intertek India Pvt. Ltd. and its report shall form part of this Integrated Annual Report.

3. **With Respect to the Ecologically Sensitive Areas Reported at Question 11 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.

4. **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 | Outcome of the Initiative |
|---|---|---|---|
| 1 | Use of Copper Slag in Cement Production and Road Construction | At Kutch Copper Limited (KCL), a subsidiary of Adani Enterprises Limited, circular economy principles are integrated into core smelting and refining operations. Copper slag generated during smelting is redefined as a valuable secondary resource, driving waste minimisation and improved resource efficiency. | KCL has achieved 100% utilisation of copper slag through structured partnerships with qualified off-takers, channelling it into value-added applications such as cement, concrete, abrasives, bricks and blocks, clinker substitution, and high-strength infrastructure. This eliminates landfill disposal, conserves natural resources, and enables low-carbon construction. |
| 2 | Integrating Renewable Energy | As part of its transition to a low-carbon, energy-efficient operating model, AEL is progressively increasing the share of renewable energy across its manufacturing and mining operations. During the year, Adani Solar strengthened its portfolio by adding 5.2 MW of wind capacity alongside 1.6 MW of rooftop solar, complementing its existing installations. Notably, a 9 MW solar power plant was commissioned at the PEKB coal mine in Chhattisgarh during the reporting year, which now contributes to approximately 35% of the mine's electricity requirements through renewable sources, supporting a gradual transition towards cleaner energy. | In FY 2025-26, AEL increased renewable energy sourcing by 211,651 GJ, resulting in the avoidance of nearly 42,000 $tCO_2e$ emissions.<br>These initiatives demonstrate the effective integration of renewable energy into energy-intensive operations, driving measurable emissions reduction, enhancing operational efficiency, and creating sustainable value, while establishing replicable benchmarks for decarbonisation across traditional industries. |





5. **Does the Entity Have A Business Continuity and Disaster Management Plan? Give Details In 100 Words/ Web Link.**

AEL businesses maintain robust Business Continuity and Disaster Management frameworks aligned with the nature and scale of their operations. These frameworks identify potential risks and emergency scenarios, along with clearly defined mitigation and response measures. They integrate preventive controls, crisis response protocols, and recovery procedures to minimise operational disruptions. Regular mock drills, testing, and periodic reviews are conducted to assess the effectiveness of these frameworks and strengthen preparedness.

6. **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.**

Basis on the supplier ESG assessment during the reporting period, no significant adverse environmental impacts were identified across our value chain.

7. **Percentage of Value Chain Partners (By Value of Business Done with Such Partners) that were Assessed for Environmental Impacts.**

We have assessed 100% of significant* value chain partners (by the value of business conducted) for environmental impacts. The evaluation covered parameters including environmental compliance, pollution prevention measures, waste and water management, and resource optimization. We continue to expand the scope of these assessments to enhance oversight and improve sustainability performance across our value chain.

*Suppliers contributing to 2% or more of the total procurement value

8. **How Many Green Credits Have Been Generated or Procured:**

During the reporting year, we have neither generated nor procured any green credits.

**PRINCIPLE 7: Businesses, When Engaging in Influencing Public and Regulatory Policy, Should Do so in A Manner that is Responsible and Transparent.**

1. a. **Number of Affiliations with Trade and Industry Chambers/ Associations**

Total Number of affiliations with trade and industry chambers/ associations are Eight.

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 | Gujarat Chamber of Commerce and Industry (GCCI) | State |
| 2 | Federation of Indian Chambers of Commerce and Industry (FICCI) | National |
| 3 | Federation of Indian Mineral Industries | National |
| 4 | Federation of Indian Export Organizations (FIEO) | National |
| 5 | Chemicals and Petrochemicals Manufacturers Association | National |
| 6 | Indian Chamber of Commerce (ICC) | National |
| 7 | The Associated Chambers of Commerce of India | National |
| 8 | India Electronics & Semiconductor Association | National |

2. **Provide Details of Corrective Action Taken or Underway on Any Issues Related to Anti-Competitive Conduct by the Entity, Based on Adverse Orders from Regulatory Authorities.**

| Name of authority | Brief of the case | Corrective action taken |
|---|---|---|
| NIL | NIL | NIL |

### Leadership Indicators

1. **Details of Public Policy Positions Advocated by the Entity:**

| Sr. No. | Public Policy Advocated | Methods 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 | Transitioning Industrial Clusters | Engagement with WEF | Yes | Annually | https://www.adanienterprises.com/-/media/Project/Enterprises/Sustainability/Adani-Enterprises-Limited-ESG-Factbook-2025-v2.pdf |
| 2 | BIS Standard for Electrolysers | Responding to consultants | No | As required | - |

**PRINCIPLE 8: Businesses Should Promote Inclusive Growth and Equitable Development.**

1. **Details of Social Impact Assessments (SIA) Of Projects Undertaken by the Entity Based on Applicable Laws, in the Current Financial Year.**

| Name and brief details of project | SIA Notification No | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|---|---|---|---|---|
| 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:**

| Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|---|---|---|---|---|---|
| NA | NA | NA | NA | NA | NA |

3. **Describe the Mechanisms to Receive and Redress Grievances of the Community.**

AEL, through the Adani Foundation, has established a structured and accessible mechanism to receive and address community grievances. A grievance redressal register is maintained at each site under the supervision of the CSR representative, ensuring systematic recording and tracking of all concerns.

Community members can raise grievances through multiple channels, including direct interaction with the CSR team, phone communication, written submissions, and through local administration authorities, which are duly recorded upon receipt.

All grievances are logged promptly and reviewed on a regular basis by the CSR team. Issues are assessed, prioritised, and addressed in a time-bound manner, with critical matters escalated to the site leadership where required. The closure of grievances is formally recorded, ensuring transparency and accountability in the process.

This structured approach enables timely resolution of community concerns while strengthening trust and engagement with local stakeholders.

4. **Percentage of Input Material (Inputs to Total Inputs by Value) Sourced from Suppliers:**

| | FY 2025-26 Current financial Year | FY 2024-25 Previous financial Year |
|---|---|---|
| Directly sourced from MSMEs/ small producers | 26% | 34% |
| Directly from within India | 54% | 70% |

5. **Job Creation in Smaller Towns – Disclose Wages Paid to Persons Employed (Including Employees or Workers Employed on A Permanent or Non-Permanent / on Contract Basis) in the Following Locations, as % of Total Wage Cost.**

| Location | FY 2025-26 Current financial Year | FY 2024-25 Previous financial Year |
|---|---|---|
| Rural | 4.13% | 3.12% |
| Semi-urban | 17.92% | 18.73% |
| Urban | 10.72% | 6.35% |
| Metropolitan | 67.23% | 71.80% |

### Leadership Indicators

1. **Provide Details of Actions Taken to Mitigate Any Negative Social Impacts Identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not applicable.

2. **Provide the Following Information on CSR Projects Undertaken by Your Entity in Designated Aspirational Districts as Identified by Government Bodies.**

We do not have any operations nor CSR projects in designated aspirational districts.

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:**

The Company does not have any intellectual property owned, created, or acquired based on traditional knowledge during the year.

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

6. **Details of Beneficiaries of CSR Projects:**

| Sr. No. | CSR Project | No of persons benefitted from CSR project's | % of beneficiaries from vulnerable and marginalized groups |
|---|---|---|---|
| 1 | Adani Vidya Mandir, Sarguja | 1,031 | 90.00% |
| 2 | Airport school, Guwahati | 418 | 38.30% |
| 3 | Remedial Literacy Program | 350 | 100% |
| 4 | Strengthening school infrastructure, School bag distribution | 7,950 | -- |
| 5 | Udaan: Nurturing young minds | 3,432 | 50% |
| 6 | Treatment through Mobile Health Care Unit | 13,667 | 55% |
| 7 | Treatment through Health camps & health outreach | 43,668 | -- |
| 8 | Eye care initiatives | 8,914 | -- |
| 9 | Micro-enterprises operational - SHGs, Apparel production unit | 384 | 100% |
| 10 | Air trades training for youth | 30 | -- |
| 11 | Mangal Seva Program, Gujarat + Women entrepreneur | 72 | 100% |
| 12 | Community benefited through social security schemes | 8135 | 100% |
| 13 | Rural sports - Youth engagement | 2,000 | 100% |
| 14 | Sathwaro- Supporting Artisan | 137 | 100% |

## PRINCIPLE 9: Businesses Should Engage with and Provide Value to their Consumers in A Responsible Manner.

1. **Describe the Mechanisms in Place to Receive and Respond to Consumer Complaints and Feedback.**

AEL has established a structured and transparent grievance redressal mechanism to effectively receive and respond to consumer complaints and feedback across both B2B and B2C segments. Multiple channels, including emails, web portals, mobile applications, helplines, and WhatsApp platforms, are available to customers for lodging complaints, supported by AI-enabled chatbots and automated service tools in select businesses.

The mechanism is guided by clearly defined escalation matrices and service-level timelines to ensure timely acknowledgment and resolution of complaints. For instance, in the Airports business, user complaints are acknowledged within 24 hours, and a standardised process is followed to ensure closure within a stipulated timeframe.

Additionally, AEL leverages data-driven analytics to monitor customer feedback, identify recurring issues, and address process-level gaps. Continuous tracking of grievance redressal performance enables the organisation to enhance responsiveness, improve service quality, and ensure alignment with evolving customer expectations.

2. **Turnover of Products and/ Services as a Percentage of Turnover from All Products/Service That Carry Information About:**

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





3. **Number of Consumer Complaints in Respect of the Following:**

| | Received during the year | Pending resolution at end of year | Remarks |
|---|---|---|---|
| Data privacy | NIL | NIL | NA |
| Advertising | NIL | NIL | NA |
| Cyber-security | NIL | NIL | NA |
| Delivery of essential services | NIL | NIL | NA |
| Restrictive Trade Practices | NIL | NIL | NA |
| Unfair Trade Practices | NIL | NIL | NA |
| Other | 8,124* | 0 | -- |

*The number of consumer complaints mentioned in above table pertains to Airports business which is the only B2C business of AEL.

4. **Details of Instances of Product Recalls on Account of Safety Issues:**

| | Number | Reasons 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, we have a Cyber Security and Data Privacy policy in line with our commitment to establishing and improving cyber security preparedness and minimizing exposure to associated risks.

Weblink:https://www.adanienterprises.com/-/media/Project/Enterprises/Investors/corporate-governance/Polices/Cyber-Security-and-Data-Privacy-Policy.pdf

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.**

During the year, there has been no issue related to advertising and delivery of essential services; cyber security and data privacy of customer, product recalls or any penal action taken by regulatory authorities on safety of products/services. However, proactively, the business conducts regular cyber security training and awareness initiatives for all employees. Awareness initiatives on Information Security are also carried out, wherever applicable, for third parties such as sub-contractors, consultants, and vendors.

7. **Provide the Following Information Relating to Data Breaches:**

a. **Number of instances of data breaches.**

Zero

b. **Percentage of data breaches involving personally identifiable information of customers.**

Not applicable

c. **Impact, if any, of the data breaches.**

Not applicable

### Leadership Indicators

1. **Channels / Platforms Where Information on Products and Services of the Entity can be Accessed (Provide Web-Link, if Available).**

Please refer the link: Businesses | Adani Enterprises Ltd

2. **Steps Taken to Inform and Educate Consumers about Safe and Responsible Usage of Products and/or Services.**

We provide brochures and detailed user manuals to our customers that clearly articulate the safe, responsible, and intended use of our products including wind turbines and solar modules. Complementing this, our service-oriented businesses prominently displays well-placed safety signage across their premises, proactively guiding customers on safety measures and ensuring a secure, informed experience at all times.

3. **Mechanisms in Place to Inform Consumers of Any Risk of Disruption/Discontinuation of Essential Services.**

   Out of AEL's businesses, only our airport business falls under the category of essential services. In case of any interruption in the services of the airport, the business has a well-defined mechanism to inform customers through passenger advisories.

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. 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)**

   AEL does not manufacture or sell products that fall under such regulatory requirements. However, each manufacturing business ensures that all necessary information is shared with customers, which may include technical specifications, safety instructions, environmental considerations, quality certifications, and user guidelines. Through its Integrated Annual Reports, AEL also provides environmental performance details, sustainability impacts, and operation and maintenance insights. These disclosures are intended to help customers and end users make informed choices, promote safe and efficient use, and strengthen transparency and trust in AEL's offerings.

   Yes, AEL businesses conduct regular customer satisfaction surveys to obtain customer feedback, review meetings and assessments through digital platforms. These surveys help to gather customer insights and identifty areas of improvement. For example, ACI ASQ Survey is a Customer Satisfaction survey which is conducted across airports which measure satisfaction scores across airport touchpoints.

## Supplier BRSR Core Data

The disclosures for on the Supplier BRSR Core data set comprises the ten suppliers, collectively accounting for around 16% of the organization's total purchase value.

| Sr. No. | Attribute | Parameter | Value | Unit |
|---|---|---|---|---|
| 1 | Green-house Gas (GHG) Footprint | Scope 1 emissions | 19,055.0 | $tCO_2e$ |
| | | Scope 2 emissions | 58,706.7 | $tCO_2e$ |
| | | Scope 1+2 emission intensity | 19.6 | $tCO_2e$/crore |
| 2 | Water Footprint | Total Water Consumption | 6,29,008.1 | KL |
| | | Water Consumption Intensity | 158.9 | KL/crore |
| | | Water Discharge by destination and levels of Treatment | 2,00,613.9 | KL |
| 3 | Energy Footprint | Total energy consumed | 5,76,182.7 | GJ |
| | | % of energy consumed from renewable sources | 79.66 | % |
| | | Energy Intensity | 145.5 | GJ/crore |
| 4 | Embracing circularity-details related to waste management by the entity | Plastic Waste | 54.8 | MT |
| | | E-waste | 1.7 | MT |
| | | Bio-medical waste | 72.9 | MT |
| | | Construction and demolition waste | 4,637.9 | MT |
| | | Battery Waste | 7.5 | MT |
| | | Radioactive Waste | 0.0 | MT |
| | | Other Hazardous Waste | 3,811.3 | MT |
| | | Other Non-hazardous waste | 11,0872.1 | MT |
| | | Total waste generated | 1,19,466.6 | MT |
| | | Waste intensity | 60.4 | MT/crore |
| | | Waste recovered through | | |
| | | – Recycling: | 16,889.5 | MT |
| | | – Reuse: | 1,100.9 | MT |
| | | – Other Recovery Methods: | 0 | MT |
| | | Waste disposed through | | |
| | | - Landfill | 2,077.1 | MT |
| | | - Incineration | 48.9 | MT |
| | | - Other Disposal Methods | 4428.1 | MT |
| 5 | Enhancing employee well-being and safety* | Spending on measures towards well-being of employees and workers- Cost incurred as a % total revenue of the company | 0.56 | % |
| | | Details of safety related incidents of employees and workers | | |
| | | – Number of permanent disabilities | 8 | Number |
| | | – Lost Time Injury Frequency Rate (LTIFR) | -- | |
| | | – No. of fatalities | 40 | Number |
| 6 | Enabling gender diversity in Business* | Gross wages paid to females as % of wages paid | 5 | % |
| | | Complaints on POSH | | |
| | | – Total complaints in Sexual Harassment (POSH) reported | 14 | Number |
| | | – Complaints on POSH as a % of female employees/ workers | -- | |
| | | – Complaints on POSH upheld. | 13 | Number |
| 7 | Enabling inclusive development | Input material sourced directly sourced from MSMEs/ small producers and from within India as % of total purchases | 10.16 | % |
| | | Job creation in smaller towns (permanent or non-permanent/ on contract) as % of total wage cost | 11.48 | % |
| 8 | Fairness in engaging with customers and suppliers | Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events | 0 | Number |
| | | Number of days of accounts payable | 111.5 | Days |
| 9 | Openness of business | Concentration of purchases & sales done with trading houses | | |
| | | – Purchases from trading houses as % of total purchases | 0.32 | % |
| | | – Number of trading houses where purchases are made from | 178 | Number |
| | | – Purchases from top 10 trading houses as % of total purchases from trading houses | 86 | % |
| | | Concentration of purchases & sales done with dealers | | |
| | | – Sales to dealers / distributors as % of total sales | 10.6 | % |
| | | – Number of dealers / distributors to whom sales are made | 139 | Number |
| | | – Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 50.6 | % |
| | | Share of RPTs (as respective %age) in | | |
| | | – Purchases | 75.30 | % |
| | | – Sales | 8.83 | % |
| | | – Loans & advances | 17.32 | % |
| | | – Investments | 99.95 | % |

*These KPIs are reported on a cumulative basis for all significant value chain partners, and not on the basis of the value of business done with them.

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## Independent Reasonable Assurance Statement to Adani Enterprises Limited on Selected Sustainability Disclosures included in its Integrated Annual Report FY2025-26.

**To the Management of Adani Enterprises Ltd., Ahmedabad, India**

**Introduction**

Intertek India Private Limited ("Intertek") was engaged by Adani Enterprises Limited ("AEL") to provide an independent reasonable assurance on its selected sustainability disclosures included in its Integrated Annual report FY2025-26 ("the Report"), covering the reporting period from 1st April 2025 to 31st Mar 2026. The Report is prepared by AEL based on International Integrated Reporting Council (IIRC) Framework, SEBI's (Securities and Exchange Board of India) Business Responsibility and Sustainability Reporting (BRSR) guidelines, Global Reporting Initiative (GRI) Standards and include disclosures aligned to the United Nations-Sustainable Development Goals (UN-SDGs) and United Nations Global Compact (UNGC) principles.

The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC), International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

**Objective**

The objectives of this reasonable assurance engagement were, by review of objective evidence, to confirm whether the sustainability related disclosures in the Report were prepared as per the stated reporting criteria and were accurate, complete, consistent, transparent and free of material misstatements or omissions.

**Intended Users**

This Assurance Statement is intended to be a part of the Integrated Annual Report FY2025-26 of Adani Enterprises Limited.

**Responsibilities**

The management of AEL is solely responsible for the development the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with the management of AEL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

**Assurance Scope**

The Assurance has been provided for selected sustainability disclosures detailed in *'Appendix I'* and presented in the Report. The assurance boundary covers data and information for the operations of Mining Services of Adani Natural Resources (PEKB, Gare Palma III, Talabira, Sulyari and Kurmitar Mines), Integrated Resource Management (IRM), Adani Airport Holdings Ltd. (Ahmedabad, Guwahati, Jaipur, Lucknow, Mumbai, Mangalore and Trivandrum Airports), Solar Manufacturing (Mundra), AdaniConneX (Chennai, Hyderabad, NOIDA), RMRW (Road - Cluster 1, 2 & 3, O&M and Water), Adani Defence and Aerospace (Gwalior, Hyderabad and Kanpur), Kutch Copper (Mundra), Adani Wind (Mundra) and Adani Enterprises Ltd. (Corporate Office).







**Assurance Criteria**

Intertek conducted the assurance work with reference to requirements of 'Reasonable Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necesaary in the circumtances. A materiality threshold level of 5% was applied.

**Limitations**

We have relied on the information, documents, records, data, and explanations provided to us by AEL for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

**Methodology**

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a reasonable assurance. The assurance was conducted by desk reviews and site visits to AEL's operations in Chhattisgarh, Gujarat, Maharashtra, Madhya Pradesh, Uttar Pradesh, Andhra Pradesh and stakeholder interviews with regards to the reporting processes and supporting records for the FY 2025-26 at Adani's Corporate Office in Ahmedabad. The assurance task was planned and carried out during Jan-May 2026.

The assessment included the following:

- Review of the Report that was prepared in accordance with the BRSR and GRI guidelines.
- Review of processes and systems used for collection, aggregation and consolidation of data.
- Review of documents, data and other supporting information made available at AEL's operational sites, Corporate Office and through digital sources.
- Conducted interviews with key personnel responsible for data management and reporting.
- Assessment of appropriateness of assumptions, estimations and thresholds applied by AEL for data analysis and reporting.
- Review of BRSR and GRI disclosures on sample basis for the period from 1st April 2025 to 31st March of 2026 for AEL was carried out at AEL's operational sites and Corporate Office.
- Obtain appropriate documentary evidence to support our conclusions on the information and data reviewed, and detailed observations provided separately through management report.

**Conclusions**

Intertek reviewed selected sustainability disclosures (Appendix I) provided by AEL in the Report for the reporting period from 1st April 2025 to 31st March 2026. Based on the scope of our review, we conclude with reasonable assurance that the sustainability data and information in the Report are fairly presented in all material aspects as per stated reporting criteria.

**Intertek's Competence and Independence**
Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

**For Intertek India Pvt. Ltd.**

Poonam Sinha

**Poonam Sinha, Verifier**
Manager-Sustainability

15/05/2026

Beth Mielbrecht

**Elizabeth Mielbrecht, Reviewer**
Project Director

15/05/2026

*No member of the verification team (stated above) has a business relationship with Adani Enterprises Limited stakeholders beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.*





**Appendix-I *Sustainability disclosures covered under assurance***

**Table No: 01**

| BRSR Core KPIs | Description |
|---|---|
| Principle 1 | Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable:<br>• Number of days of accounts payable.<br>• Concentration of purchases & sales done with trading houses, dealers, and related parties.<br>• Loans and advances & investments with related parties. |
| Principle 3 | Businesses should respect and promote the well-being of all employees, including those in their value chains:<br>• Cost incurred on well-being measures as a % of total revenue of the company.<br>• Safety related incidents (LTIFR, Fatality, Permanent Disabilities) for employees and workers |
| Principle 5 | Businesses should respect and promote human rights:<br>• Gross wages paid to females as percentage of wages paid.<br>• Complaints on POSH |
| Principle 6 | Businesses should respect and make efforts to protect and restore the environment<br>• Total Scope 1 and Scope 2 emissions<br>• GHG emissions intensity (scope 1 and 2).<br>• Total water consumption, water consumption Intensity and water discharge by destination and levels of treatment.<br>• Total energy consumed, % of energy consumed from renewable sources and energy intensity.<br>• Total waste generated (category-wise); waste intensity; Total waste recovered through recycling, re-using or other recovery operations; Total waste disposed by nature of disposal method; waste diverted from landfill |
| Principle 8 | Businesses should promote inclusive growth and equitable development<br>• Input material sourced (from MSMEs/ small producers and from within India) as a % of total purchase<br>• Job creation in smaller towns– Wages paid to persons employed in smaller towns (permanent or non- permanent /on contract) as % of total wage cost |
| Principle 9 | Businesses should engage with and provide value to their consumers in a responsible manner<br>• Instances involving loss / breach of data of customers as % of total data breaches or cyber security events |

**Table No: 02**

| BRSR KPIs | Description |
|---|---|
| Section A | General Disclosures<br>• Total number of permanent and other than permanent employees.<br>• Total number of permanent and other than permanent workers.<br>• Total number of female employees and workers.<br>• Total number of differently abled employees and workers (permanent and other than permanent).<br>• Turnover rate for permanent employees and permanent workers.<br>• Corporate Social Responsibility (CSR) Details (Total Expenditure). |
| Principle 1 | Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable:<br>• Total number of awareness programs held for value chain partners<br>• %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
| Principle 3 | Businesses should respect and promote the well-being of all employees, including those in their value chains<br>• Return to work and retention rates of permanent employees and workers that took parental leave.<br>• Performance and career development reviews of employees and workers.<br>• % of plants and offices that were assessed for health and safety practice and working conditions<br>• Number of employees and workers covered under Skill upgradation and Health and Safety trainings.<br>• Percentage of value chain partners covered (by value of business done with such partners) under awareness programs<br>• Percentage of suppliers assessed on Health & Safety Practices and Working Conditions |
| Principle 5 | Businesses should respect and promote human rights:<br>• Number and % of employees and workers covered under training on human rights policy and issues.<br>• Minimum wage paid to employees and workers.<br>• % of plants assessed for child labour, forced labour, sexual harassment, discrimination at workplace and wages. |
| Principle 6 | Businesses should respect and make efforts to protect and restore the environment<br>• Category-wise and Total scope 3 emissions.<br>• Total water consumption; Water consumption intensity; Water Discharge by destination and levels of Treatment in Water Stressed Areas.<br>• Percentage of value chain partners assessed for environmental impacts |





**Table No: 03**

| GRI Code | Disclosure Title | GRI Standard Reference |
|---|---|---|
| **General Disclosure** | | |
| GRI 2-7 | Employees | GRI 2: General Disclosures 2021 |
| GRI 2-8 | Workers Who Are Not Employees | GRI 2: General Disclosures 2021 |
| **Governance Disclosure** | | |
| GRI 204-1 | Proportion of Spending on Local Suppliers | GRI 204: Procurement Practices 2016 |
| **Environment Disclosures** | | |
| GRI 305-1 | Direct (Scope 1) GHG Emissions | GRI 305: Emissions 2016 |
| GRI 305-2 | Energy Indirect (Scope 2) GHG Emissions | GRI 305: Emissions 2016 |
| GRI 305-3 | Other Indirect (Scope 3) GHG Emissions | GRI 305: Emissions 2016 |
| GRI 305-4 | GHG Emissions Intensity | GRI 305: Emissions 2016 |
| GRI 302-1 | Energy Consumption Within the Organization | GRI 302: Energy 2016 |
| GRI 302-3 | Energy Intensity | GRI 302: Energy 2016 |
| GRI 303-3 | Water Withdrawal | GRI 303: Water and Effluents 2018 |
| GRI 303-4 | Water Discharge | GRI 303: Water and Effluents 2018 |
| GRI 303-5 | Water Consumption | GRI 303: Water and Effluents 2018 |
| GRI 306-3 | Waste Generated | GRI 306: Waste 2020 |
| GRI 306-4 | Waste Diverted from Disposal | GRI 306: Waste 2020 |
| GRI 306-5 | Waste Directed to Disposal | GRI 306: Waste 2020 |
| GRI 308-2 | Negative Environmental Impacts in the Supply Chain and Actions Taken | GRI 308: Supplier Environmental Assessment 2016 |
| **Social Disclosures** | | |
| GRI 401-1 | New Employee Hires and Employee Turnover | GRI 401: Employment 2016 |
| GRI 401-3 | Parental Leave | GRI 401: Employment 2016 |
| GRI 402-1 | Minimum Notice Periods Regarding Operational Changes | GRI 402: Labor/Management Relations 2016 |
| GRI 403-5 | Worker Training on Occupational Health and Safety | GRI 403: Occupational Health and Safety 2018 |
| GRI 403-8 | Workers Covered by an OHS Management System | GRI 403: Occupational Health and Safety 2018 |
| GRI 404-3 | Percentage of Employees Receiving Regular Performance and Career Development Reviews | GRI 404: Training and Education 2016 |
| GRI 404-1 | Average Hours of Training Per Year Per Employee | GRI 404: Training and Education 2016 |
| GRI 405-1 | Diversity of Governance Bodies and Employees | GRI 405: Diversity and Equal Opportunity 2016 |
| GRI 405-2 | Ratio of Basic Salary and Remuneration of Women to Men | GRI 405: Diversity and Equal Opportunity 2016 |
| GRI 414-2 | Negative Social Impacts in the Supply Chain and Actions Taken | GRI 414: Supplier Social Assessment 2016 |