

8. Details of training given to employees and workers:

| Category | FY 2024-25 (Current FY) | | | | | | FY 2023-24 (Previous FY) | | | |
|------------------|--|--------------|------------|---|------------|--------------|--|------------|---|------------|
| | No. of Employees covered on Health and safety measures | | | No. of Employees covered on Skill upgradation | | | No. of Employees covered on Health and safety measures | | No. of Employees covered on Skill upgradation | |
| | No. (A) | No. (B) | % (B/A) | No. (C) | % (C / A) | No. (D) | No. (E) | % (E / D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 1,639 | 955 | 58% | 1,562 | 95% | 2,020 | 1,360 | 67% | 2,009 | 99% |
| Female | 242 | 145 | 60% | 234 | 97% | 272 | 142 | 52% | 266 | 98% |
| Total | 1,881 | 1,100 | 58% | 1,796 | 95% | 2,292 | 1,502 | 66% | 2,275 | 99% |
| Workers | | | | | | | | | | |
| Male | 7,445 | 6,926 | 93% | 214 | 3% | 8,557 | 3,626 | 42% | 1,435 | 17% |
| Female | 257 | 217 | 84% | 2 | 1% | 299 | 132 | 44% | 104 | 35% |
| Total | 7,702 | 7,143 | 93% | 216 | 3% | 8,856 | 3,758 | 42% | 1,539 | 17% |

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

| Category | FY 2024-25 (Current FY) | | | | FY 2023-24 (Previous FY) | | |
|------------------|--|---|------------|--|---|------------|--|
| | Total (A) number of Employees / Workers | No. (B) of Employees / Workers covered under PMS | % (B/A) | Total (C) number of Employees / Workers | No. (D) of Employees / Workers covered under PMS | % (C/D) | |
| Employees | | | | | | | |
| Male | 1,639 | 1,623 | 99% | 2,020 | 1,930 | 96% | |
| Female | 242 | 241 | 100% | 272 | 261 | 96% | |
| Total | 1,881 | 1,864 | 99% | 2,292 | 2,191 | 96% | |
| Workers | | | | | | | |
| Male | 7,445 | 7,385 | 99% | 8,557 | 8,536 | 99% | |
| Female | 257 | 257 | 100% | 299 | 299 | 100% | |
| Total | 7,702 | 7,642 | 99% | 8,856 | 8,835 | 99% | |

All the employees and workers joining before December 31 in FY undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback on development is provided.

For contractual employees and workers Performance review are determined based on Productivity Linked Performance Based Contract (PLPBC).

Note: FY 2023-24 Number updated, for including contract 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 of such a system?

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