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

Essential Indicators

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

   Yes, Adani Green has collected a preliminary list of all concerned parties and further refined it based on relevance, influence, and impact to identify the key stakeholders. To achieve positive and effective stakeholder engagement, Adani Green follows a four-step process. Adani Green gathers inputs from various business verticals for stakeholder feedback and carry out direct engagements with the stakeholder categories. The inputs thus gathered are incorporated into decision-making and driving continuous improvement through activities and initiatives.

   The four steps are mentioned as follows:

   1) Stakeholder Identification

   2) Stakeholder Categorisation

   3) Stakeholder Prioritisation

   4) Stakeholder Engagement

   Our engagement process has significant outcomes that consistently affect our performance. This is reported to all the stakeholders through the ESG report.

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

Stakeholder group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Senior Management and Board of Directors	No	▪ Investor meets ▪ Annual General Meeting ▪ Townhalls ▪ Direct interaction	Regular	▪ Providing leadership development programmes ▪ Maintaining effective governance by implementing strong corporate governance and an Enterprise Risk Management (ERM) framework
Employees	No	▪ Direct interaction ▪ Feedback ▪ Questionnaire ▪ Emails, newsletters, and magazines ▪ Employee engagement programmes	Regular	▪ Providing a safe work environment ▪ Ensuring employee engagement and career development ▪ Instituting meaningful well-being measures that focus on inclusion
Contractual Workforce	No	▪ Open forums ▪ Interviews ▪ Grievance redressal mechanism	Regular	▪ Timely payment of wages ▪ Providing a safe work environment ▪ Encouraging skill development through training
Local Communities	Yes	▪ Regular meetings ▪ Interviews ▪ Need assessment surveys ▪ CSR Report	Regular and need-based	▪ Local hiring, wherever possible ▪ Routine empowerment programmes and awareness campaigns ▪ CSR projects for community development
Regulatory Authorities	No	▪ Direct interactions ▪ Routine filing of reports ▪ Regulatory audits and inspections ▪ Annual Reports ▪ Industry forums	Regular and need-based	▪ Monitoring compliance with laws and regulations ▪ Payment of statutory dues ▪ Submission of information and reports

Stakeholder group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Lenders	No	▪ Investor meets ▪ Annual General Meeting ▪ Meeting with bankers and other financial institutions ▪ Annual Reports ▪ Newsletters	Regular and need-based	▪ Establishing a prudent financial management system ▪ Maintaining effective governance by implementing strong corporate governance and an ERM framework ▪ Transparently reporting on sustainability disclosures
Customers	No	▪ Grievance redressal mechanism ▪ Media platforms ▪ Binding agreement	Regular and need-based	▪ Power generation planning and scheduling ▪ Timely and proactive communication on reconciliation and settlements
Media and NGO	No	▪ Interviews ▪ Press releases ▪ Digital platforms	Regular and need-based	▪ Transparent communication through Integrated Annual Report and ESG Report ▪ Investment in community development ▪ Integration of management systems
Vendors (Suppliers and Contractors)	No	▪ One-on-one interaction for Compliance monitoring ▪ SAP/ARIBA – digital automated interactions ▪ Grievance redressal mechanism	Regular	▪ IT-enabled payment system ▪ Evaluation of suppliers on ESG aspects ▪ Providing corrective action plans to suppliers

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.**

As a leading renewable energy company, Adani Green along with its stakeholders are catalysing sustainable growth, while fostering social, economic and environmental progress. Adani Green recognises any individual or entity that can influence or can impact our business operations as a stakeholder. The company assembled a preliminary list of all concerned parties and further refined it based on relevance, influence and impact to identify the key stakeholders. Acknowledging the significance of effective stakeholder engagement in business performance, Adani Green seeks to build collaborative stakeholder relationships through transparency, trust and openness.

Adani Green's 'Stakeholder and Community Engagement Strategy', which is publicly available under Environment and Social Management System (ESMS), guides on the stakeholder engagement process. The process helps us understand varied aspirations and concerns of different stakeholder groups, which are accordingly addressed in a prioritised manner. The input and feedback received help us to identify the material topics which further impact our business strategy.

Adani Green follows a four-pronged approach for effective stakeholder engagement:

1. **Stakeholder Identification:** Identifying individuals, organizations, and groups that influence or are influenced by the company's operations.

2. **Stakeholder Categorisation:** Segmenting identified stakeholders based on their roles, responsibilities, and direct or indirect relationship with the company.

3. **Stakeholder Prioritisation:** Evaluating stakeholder impact and engagement necessity to allocate focus and resources efficiently.

4. **Engaging with Stakeholders:** Establishing clear communication channels to foster collaboration, address concerns, and align expectations for mutual benefit.

In addition, the Company has been engaging with several ESG consultants and experts in this field, along with rating agencies, which helps to better understand stakeholders' expectations and benchmark against best practices. The Corporate Responsibility Committee of the Board reviews the Company's stakeholder engagement plan on a periodic basis.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes, such instances are provided as follows:

   1) Employees as a stakeholder group - Initiatives to improve the work environment, Occupational Health and Safety (OH&S) management systems, employee training and development.

   2) Contractual Workforce as a stakeholder group - Initiatives to improve the work environment, Occupational Health and Safety OH&S management systems, training, grievance redressal mechanism.

   3) Local Communities as a stakeholder group - Local hiring where possible, routine empowerment programs and awareness campaigns, strategic investment in infrastructure, sanitation related projects.

   4) We prioritise improving the standard of living for our surrounding communities. Before we commence construction, we partner with local communities to understand their needs and tailor our initiatives to address their most pressing concerns. We conduct free, prior, and informed consultation as a part of ESIA studies.

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

   The Company is committed to building constructive relationships with all its stakeholders including vulnerable / marginalised groups. Engagements with stakeholders are done on diverse issues. Proactive engagement with stakeholders provides the Company with insights that help to gain information on material issues, shape business strategy and operations, and minimise the risk of reputation.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,247	1,014	81%	1,597	1,384	87%
Other than permanent	2,860	2,860	100%	1,727	1,727	100%
Total Employees	**4,107**	**3,874**	**94%**	**3,324**	**3,111**	**93%**
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**