

Public Domain – Disclosures

CEO Equity Policy - Sustainability performance linked pay:

The Total Remuneration of Senior resources in AGEL has Fixed CTC and Variable Pay (VP) components wherein the VP component reaching as high as 30% to 40% at CEO levels. The VP is payable based on achieving the defined KRAs.

Further, at Senior Levels the competencies (ABCF) carry 20% to 30% weightage in annual Performance Management System. The key competency of Strategic Orientation has a focus on designing, deploying and covering Sustainability agenda in the areas of Environment and Community.

Senior level KRAs have direct linkage to Sustainability area focused on Safety, Employee Engagement / Well-being / Health. As much as 30% of total KRA weightage is towards the area mentioned above.

1. Detailed formal Policy on Bribery & anti-corruption to be disclosed in public:

AGEL has a very detailed and well-articulated policy on Code of Conduct. The policy clearly defines the acts which can be considered acts of Bribery and corruption. Mentioned below are the major classification of the acts / behaviors:

- Any practice, act, incident or behavior occurring at the work place or related to work, which is not in accordance with Adani's corporate values, ethical principles or policies, endangering of health, safety, security or the environment or the deliberate concealment of any such matters
- Actual or suspected fraudulent activities, and
- Non-adherence to cost / quality norms
- Non-compliance, willful neglect of laws or regulations, which they consider occurring at the work place

2. Regular Audits of Ethical Standards - Once in three years

The annual audit scope agreed by all stakeholders and audit conducted by Management Audit & Assurance Services Team (MAAS) covers every aspect mentioned in Code of Conduct policy comprises of below scope:

- Internal Finance Controls
- Document Controls
- Access Controls
- Asset Utilization
- Adherence to delegation of Authority
- Tendering bidding & procurement process
- Related Party Transactions
- Statutory Compliances

The audit reports are transparently shared with auditees and Corrective Action & Preventive Action plans are taken. Further, the major audit points are put up to the Audit Committee

4. Employee Training on Ethical Standards:

AGEL believes in communicating policies and their provisions related to Ethical Standards followed in the Company

Following policies are hosted on the Adani Group's Employee portal which can be accessed by every employee. Further, during new employee induction all the provision of the policies are communicated to new joiners.

- Code of Conduct for Employees
- Prevention of Sexual Harassment of Women at Workplace
- Whistle Blower Policy
- Group policy on Human Rights
- Adani IT Consequence Management Policy
- Adani Cyber Security Incident Management Policy
- Adani Group OHS Reward Recognition and Consequence Management Guidelines

Specific training modules are being developed in the areas of COC, POSH, Safety Consequence Management policy and Training / awareness provided to all the employees.

5. Scope of Support for degree programs & certifications:

AGEL has comprehensive L&D framework for training the employees for capability development. The focus is in the areas of both Functional & Behavioral skill competency enhancement. This is done through in-house training programs, developing and deploying training programs in collaboration with leading external institutes leading to certifications - EMERITUS Institute of Management - Singapore, Indian School of Business, Symboisis Centre for Management and Human Resources Development Centre and Adani Institute of Infrastructure Management. Further, company also has policy for supporting employees in obtaining external certifications in major functional areas of the Organization.

6. Formal grievance escalation / reporting:

AGEL has two policies aimed at handling Grievances of Employees.

- "V-Connect" – Communication and Grievance escalation platform for all employees who can directly write to the CEO with suggestions, thoughts, concerns and business issues. CEO will further respond to employees based on the issues written to him.
- Employee Grievance are handled through the work flow system of employee – reporting manager, reviewing manager with HR bring the facilitator depending on the nature of the Grievance, the same are escalated to the level of CEO and HR Head for resolution.

7. Annual Engagement Surveys to monitor employee satisfaction staff:

Adani believes in two way communication and provides opportunity to employee to give open feedback. Employee engagement surveys are important tools to gather insight employee feedback and also provides data for enhancement of the engagement scores about Organization. Mentioned below are biannual employee engagement / feedback surveys:

- Gallups employee engagement survey – based on the proven Q12 model of Gallups AGEL conducts surveys and action plans are developed at the level of team leaders for enhancement of Employee satisfaction.
- Value Survey – in partnership with an external consultant KNCENTRIC, AGEL has rolled out value survey to collect feedback from employees on Organization, Vision, Values, Leaders & Culture. The data will be utilized for creating & deploying action plans.
- Outsourced Associates Satisfaction Survey – AGEL has rolled out a survey seeking feedback / Satisfaction in the areas of Clarity in roles & responsibilities, working conditions, rewards & recognition and culture. Based on the feedback certain policies and initiative were rolled out.

8. Graduate traineeship / apprenticeship program:

AGEL has a business plan of growing at a faster phase and reach 25GW of Renewables portfolio by 2025. The business plans require competent Talent pipeline which will be met by recruiting lateral as well as fresher Talent. Hence, AGEL has being recruiting and plan to further recruit approximately 60 to 75 Management Trainees, Graduate Engineering Trainees & Diploma Engineering Trainees every Year.

The broad framework of the trainee program as under:

- Training period is between 3 to 6 months.
- The Training frameworks includes Theoretical & Practical inputs including site visits. The training is delivered by combination of Internal & External trainers.
- Training modules include basics of wind/solar energy, followed by a thorough coverage of the technology of WTG, Module, erection, testing, commissioning and operation & maintenance of the plant.
- Behavioral Training inputs based on Adani Behavioral Competency Framework with focus on integration into Adani values and culture.
- Periodic assessment / evaluation of trainees for course correction and customized inputs.
- Trainees will be deployed at identified roles / locations.

9. Partnerships with educational institutions to develop or deliver joint training for staff:

We have a structured Learning & Development framework at Adani Green Energy Ltd (AGEL) based on the Adani Behavioral Competency Framework (ABCF) and Role Based Technical competency framework. For all unique job roles in AGEL and we have formulated comprehensive competency dictionary. Each unique job role is mapped with the required technical/functional competency along with the behavioral competency. Few of Programmes have been partnered with Education institute:

a. North Star:

This program is aimed at developing various competencies in our managers to help them adapt successfully to a rapidly changing world, work environment and various organizational requirements.

The duration of this programme is about 10 months and it is a multi-modular leadership and management development programme. This programme runs in partnership with EMERITUS Institute of Management, Singapore, which is a consortium of three internationally reputed business schools: Columbia Business School, TUCK School of Business and MIT Sloan.

b. Takshshila:

The Takshshila programme is an ADANI Executive Leadership Programme (AELP) in association with Indian School of Business (ISB), Hyderabad. Delivered face-to-face at ISB campus in Hyderabad, it is exclusively designed for 'Function Managers' in Adani Group. The 20-day programme, to be delivered in 4 modules over 9 months.

c. Nalanda:

"Nalanda" – Functional Capability Development Initiative is in partnership with Symbiosis Centre for Management and Human Resource Development (SCMHRD) Pune. This is one of the most significant Organizational Development Interventions at Adani Group and one of first of its kind.

"Nalanda" – Functional Capability Development Initiative. The Nalanda initiative has been conceptualized after detailed study of Global Functional trends in Organizational Leadership. "Nalanda" – Functional Capability Development – is a 1-year long intervention for developing the leadership pipeline of key future leaders. The design and pedagogy of programme has been created jointly by Global pool of faculties and Subject Matter Experts from SCMHRD and our internal Subjects Matter Experts.

d. Executive Programme in Management (EPM):

One year Executive Program in Management (EPM) at Adani Institute of Infrastructure Management (AIIM) to promote higher professional education leading to enhancement of individual and organizational capability.

e. Online Learning platform:

Partnership with online web based learning platforms i.e. Skillsoft & Percipio to enable self-paced learning. The courses are designed, taking into consideration the Adani Behavioral Competencies Framework (ABCF) and various other technical/functional needs.

11. Non-salary benefits for all employees

AGEL believes in providing ecosystem for employees wherein their financial needs are taken care which are beyond the Salary.

Health & Wellness Benefits:

- Insurance – Medical & Accident insurance for self & immediate family & critical illness coverage for dependent parents
- Period Health Checkup for Employee & immediate family
- Wellness programs
- Nutritious & Subsidized Food

Financial Benefits:

- Loans - Interest Free personal loan, Housing loan Interest subsidy & Children education loan Interest subsidy
- Flexi Pay
- Car Lease
- Relocation benefits

Family Wellness Benefits:

- Insurance
- Club Membership
- Employee Death Relief Policy
- Employee Convenience Services
- Get-together
- Marriage Gift

Leaves Benefits

- Privilege Leave
- Casual Leave
- Sick Leave
- Volunteering Leave
- Paternity Leave
- Re-location / Joining Leave
- Maternity Leave
- Compensatory offs

Recognition

- Long Service award
- SPOT recognition
- Madhyam

Communication

- Mobile handset
- Corporate SIM
- Data Card