



May 27, 2023
BJ/SH-L2/

BSE Limited
Corporate Relationship Department
1st Floor, New Trading Ring,
Rotunda Bldg., P. J. Towers,
Dalal Street, Fort,
Mumbai 400 001.
Scrip Code: **500400**

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East),
Mumbai 400 051.
Symbol: **TATAPOWER**

Dear Sirs,

Sub: **Business Responsibility and Sustainability Report for the financial year 2022-23**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Integrated Annual Report for the financial year 2022-23.

Please take the same on record.

Thanking-you,

Yours faithfully,
For **The Tata Power Company Limited**

(H. M. Mistry)
Company Secretary

Encl.

TATA POWER

The Tata Power Company Limited

Registered Office Bombay House 24 Homi Mody Street Mumbai 400 001

Tel 91 22 6665 8282 Fax 91 22 6665 8801

Website: www.tatapower.com Email: tatapower@tatapower.com CIN : L28920MH1919PLC000567



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Business Responsibility and Sustainability Report

The Tata Power Company Limited ('Tata Power/the Company') is one of India's largest integrated power companies and is dedicated to sustainable and clean energy development. The Company has a strong presence across the entire power value chain, including the generation of both, renewable and conventional power, transmission, distribution and trading. With a firm commitment to transforming the power sector, Tata Power is pioneering new business models in EV charging, solar rooftop and pumps, microgrids, storage solutions, ESCO, home automation and smart meters.

Aligned with the United Nations Sustainable Development Goals (SDGs), Tata Power conducts its business activities responsibly and sustainably. The Company has prioritized 9 SDGs for focused action all of which are critical to achieving its vision to **'Empower a billion lives through sustainable, affordable and innovative energy solutions'**.

As of March 31, 2023, Tata Power, along with its subsidiaries and jointly controlled entities, has an installed/managed capacity of 14,110 MW across various fuel sources, including thermal (coal, oil, gas), hydroelectric power, renewable energy (wind and solar PV) and waste heat recovery. Significantly, 37% of its capacity is derived from clean and green generation sources such as hydro, wind, solar and waste heat recovery. Currently, the Company serves over 12.94 Million consumers via its Discoms in Mumbai, Delhi, Ajmer and Odisha. The public-private partnership model including Tata Power Delhi Distribution Limited with the Government of Delhi, TP Northern Odisha Distribution Limited, TP Central Odisha Distribution

Limited, TP Western Odisha Distribution Limited and TP Southern Odisha Distribution Limited with the Government of Odisha.

Tata Power's Business Responsibility and Sustainability Report (BRSR) is a comprehensive account of its business performance and impacts. It is aligned with the NGRBC (National Guidelines on Responsible Business Conduct) on Social, Environmental and Economic Responsibilities of Business, issued by the Ministry of Corporate Affairs. The BRSR is in accordance with clause (f) of sub-regulation (2) of Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. The Company's business performance and impacts are disclosed based on the 9 Principles as mentioned in the NGRBC, reflecting Tata Power's unwavering commitment to responsible and sustainable business practices.

Tata Power is at the forefront of driving the transformation of the power sector through its pioneering efforts in renewable energy, energy storage and EV charging infrastructure. Its commitment to sustainable business practices and the achievement of the SDGs is reflected in its prioritization of key goals for focused action. The Company's comprehensive reporting framework provides stakeholders with a transparent and detailed account of its business performance and impacts, reflecting its commitment to responsible and sustainable business practices.

Principles



Section A: General Disclosures

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L28920MH1919PLC000567
2. **Name of the Listed Entity:** The Tata Power Company Limited
3. **Year of incorporation:** 1919
4. **Registered office address:** Bombay House, 24, Homi Mody Street, Mumbai - 400 001, Maharashtra, India
5. **Corporate address:** Corporate Center, 34 Sant Tukaram Road, Carnac Bunder, Mumbai - 400 009, Maharashtra, India
6. **E-mail:** tatapower@tatapower.com
7. **Telephone:** 022-6665 8282
8. **Website:** www.tatapower.com
9. **Financial year for which reporting is being done:** FY23 (April 2022 - March 2023)
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital:** ₹ 319.56 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. Himat Tewari, Chief Human Resources Officer and Chief - CSR and Sustainability, Tata Power
Email: himal.tewari@tatapower.com
Telephone: 022-6717 1401
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):** Report is done on Consolidated Basis (In case of any exceptions, they have been highlighted against the respective disclosures)

II. Products / Services

14. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|-------------------------------|--|-----------------------------|
| 1 | Generation | Comprises generation of power from hydroelectric sources and thermal sources (coal, gas and oil) from plants owned and operated under lease arrangement and related ancillary services. It also comprises coal – mining and related infra business | 23.67 |
| 2 | Renewables | Comprises generation of power from renewable energy sources i.e. wind and solar. It also comprises EPC and maintenance services with respect to solar. | 13.95 |
| 3 | Transmission and Distribution | Comprises transmission and distribution network, sale of power to retail customers through distribution network and related ancillary services. It also comprises power trading business. | 61.62 |

15. 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 | Electric Power Generation (Conventional and Renewables), Transmission and Distribution | 3510 (All sub classes under this) | 99.24 |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|---|----------------------------|-------|
| National | Conventional Generation (Thermal + Hydro) – 11 Solar - 41 Wind – 22 Transmission - 4 Distribution – 7 Total - 85 | Office locations - 60 | 145 |
| International | Conventional Generation (Thermal + Hydro) – 4 | Representative Offices - 3 | 7 |

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17. Markets served by the entity:

a. Number of locations

| Locations | Number |
|--|---|
| National (No. of States and Union Territories) | 20 (including 4 license areas -Ajmer, Delhi, Odisha and Mumbai) |
| International (No. of Countries) | 7 (Bhutan, Georgia, Indonesia, Singapore, Zambia, South Africa and Mauritius) |

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

c. A brief on types of customers: Tata Power serves B2G, B2B and B2C customers meeting their energy requirements across the power value chain. It has a customer base of 12.94 Million as on March 31, 2023. Please refer the Customer section of the Integrated Report FY23 (Page Nos. 74-83).

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|--------|--------------------------------|---------------|---------------|--------------|--------------|-------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | | | Employees | | | |
| 1. | Permanent (D) | 21,661 | 19,760 | 91.22 | 1,901 | 8.78 |
| 2. | Other than Permanent (E) | 1,364 | 1,231 | 90.25 | 133 | 9.75 |
| 3. | Total employees (D + E) | 23,025 | 20,991 | 91.17 | 2,034 | 8.83 |
| | | | Workers | | | |
| 4. | Permanent (F) | Nil | Nil | Nil | Nil | Nil |
| 5. | Other than Permanent (G) | 48,444 | 47,016 | 97.05 | 1,428 | 2.95 |
| 6. | Total workers (F + G) | 48,444 | 47,016 | 97.05 | 1,428 | 2.95 |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|--------|--|-----------------------------|------------|--------------|------------|--------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| | | Differently abled Employees | | | | |
| 1. | Permanent (D) | 45 | 39 | 86.67 | 6 | 13.33 |
| 2. | Other than Permanent (E) | Nil | Nil | Nil | Nil | Nil |
| 3. | Total differently abled employees (D + E) | 45 | 39 | 86.67 | 6 | 13.33 |
| | | Differently abled Workers | | | | |
| 4. | Permanent (F) | Nil | Nil | Nil | Nil | Nil |
| 5. | Other than permanent (G) | Nil | Nil | Nil | Nil | Nil |
| 6. | Total differently abled workers (F + G) | Nil | Nil | Nil | Nil | Nil |

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 10* | 2 | 20 |
| Key Management Personnel | 2 | Nil | Nil |

* Mr. Banmali Agrawala ceased to be a Non-Executive, Non-Independent Director of the Company w.e.f. April 28, 2023.

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

| | FY23 | | | FY22 | | | FY21 | | |
|---------------------|-------|--------|-------|-------|--------|-------|-------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 5.51% | 10.87% | 5.95% | 1.89% | 5.92% | 2.20% | 1.82% | 3.59% | 1.95% |
| Permanent Workers | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

21. (a) **Names of holding / subsidiary / associate companies / joint ventures :** As on March 31, 2023, the Company had 75 subsidiaries, 33 Joint Ventures (JVs) and 5 Associates. Please refer Page Nos. 132 and 133 of the Integrated Annual Report FY23.

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entities | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-------------------------------------|--|
| 1 | KPC | JV | 30.00 | No |
| 2 | DHPC | Associate | 26.00 | No |
| 3 | ITPC | JV | 50.00 | No |
| 4 | AGL | JV | 50.00 | No |
| 5 | Tata Projects | Associate | 47.78 | No |

Other than the aforementioned entities, Subsidiaries of 'Coal and Infrastructure' companies along with 'Foreign Subsidiaries' do not participate in the Business Responsibility initiatives of company.

VI. CSR Details

Tata Power, in alignment to its CSR policy, Schedule VII to the Companies Act, 2013 and the 5 prioritised CSR SDGs undertakes initiatives across three themes viz. Education (including Financial and Digital Literacy), Employability and Employment (Skilling for Livelihoods) and Entrepreneurship.

22. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes
- (ii) **Turnover (in ₹):** ₹ 56,033 crore
- (iii) **Net worth (in ₹):** ₹ 34,204 crore

The highlights of Tata Power Group entities' CSR interventions are reported in the Integrated Report FY23 (Page Nos. 102 - 107)

VII. Transparency and Disclosures Compliances

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

Being a Tata Group company, Tata Power abides by the Tata Code of Conduct (TCoC), which is a comprehensive document for ethical conduct for all internal and external stakeholders of the Company, thus, covering 100% of its operations. TCoC consists 10 sections with sub-clauses that cover employees, customers, communities and the environment, value chain partners, financial stakeholders, governments and group companies. The TCoC extends to Group JVs/Subsidiaries/Suppliers/Contractors. There are defined channels for receiving complaints/grievances from stakeholders and these are addressed with expediency in upholding the ethical standards practiced in the Group.

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 23 | | | FY 22 | | |
|---|--|--|--|---------|--|--|---------|
| | | 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 (https://www.tatapower.com/contact/community-relations.aspx) | 7 | Nil | Nil | 2 | Nil | Nil |
| Investors (other than shareholders) | Yes (https://www.tatapower.com/contact/registered-office.aspx) | Nil | Nil | Nil | Nil | Nil | Nil |

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| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 23 | | | FY 22 | | |
|--|--|---|---|--|---|---|---|
| | | 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 |
| Shareholders | Yes (https://www.tcplindia.co.in/InvestorCharter.Html) | 71 | 3 | As of March 31, 2023, there are three pending complaints received through the SCORES Platform and Registrar and Transfer Agent (RTA). The Action Taken Report for these complaints were submitted by RTA before March 31, 2023. However, they are still pending with SEBI. | 39 | 1 | As of March 31, 2022, there was one complaint which has been brought forward from the year 2019. The matter is subjudice and pending for closure by SEBI. |
| Employees and workers | Yes (https://www.tatapower.com/pdf/aboutus/whistle-blower-policy-and-vigil-mechanism.Pdf) | 115 | 18 | Tata Power is currently in the process of evaluating the pending complaints; Appropriate action will be taken in due course of time. | 85 | Nil | Tata Power is currently in the process of evaluating the pending complaints; Appropriate action will be taken in due course of time. |
| Customers | | 67 | Nil | | 13 | Nil | |
| Value Chain Partners | | 28 | 19 | | 28 | Nil | |
| Other (including contract workers, anonymous, trainees, etc) | | 51 | 15 | | 1 | Nil | |

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

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

At Tata Power, Integrated Reporting rests on the sturdy foundation of Materiality Assessment. This is because the issues that are considered 'material' have a significant impact on the Company's operations, stakeholders and the ability to achieve long-term sustainable value. To delve deeper into this crucial aspect, the Company has adopted a fresh materiality assessment approach for the fiscal year 2023, in alignment with the International Integrated Reporting Council (IIRC) framework. By doing so, Tata Power aims to gain a comprehensive insight into the most pertinent concerns that could affect the business in the short, medium and long term. Please refer section on Materiality assessment in Integrated Report FY23 (Page Nos. 59 - 61).

| 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 positive or negative implications) |
|--------|---------------------------|--|---|---|--|
| 1 | Climate Strategy* | Opportunity | Transition to renewables is an opportunity for Tata Power to add value to society by providing Clean and Green Power and achieving its climate target of Net Zero before 2045. | | Positive |
| 2 | Emissions Management | Risk | Failure to comply with emission norms could lead to negative/inevitable long-term impact on the environment and society, with imposition of levies/ fines/ directions, escalation in costs related to monitoring and reporting. | Well-designed state of art Air Pollution Control Devices (APCD) are in place Effective fugitive emission management Continuous monitoring and reporting | 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 positive or negative implications) |
|--------|---|--|---|--|--|
| 3 | Energy Management | Risk | Higher Auxiliary Power consumption due to lower operational efficiencies | Benchmarking of operations to global standards | Negative |
| 4 | Continuous and Affordable Green Power* | Opportunity | Providing Continuous and affordable green power to our customers is an opportunity for Tata Power to enable them to reach their climate commitments | | Positive |
| 5 | Safeguarding Biodiversity | Risk | Our operations and services have the potential to negatively affect biodiversity and ecosystem services. Impact could be loss of protected species and habitat fragmentation. Such risks could affect our reputation and social license to operate. | We work to proactively manage our impact on biodiversity and strive to protect the ecosystems in which we operate. Biodiversity Risk assessment in key projects Implementation of project with respect to Biodiversity Management Plan and global standard practices | Negative |
| 6 | Hazardous and Toxic Waste Management | Risk | Our operations and services result in toxic and hazardous waste which have the potential to negatively affect the environment | Recycling and Disposal of waste as per the regulatory requirements | Negative |
| 7 | Water and Effluent Management | Risk | Our operational activities involve processes in which water is an indispensable input. Thus, it is even more important for us to strive to reduce water use and increase reutilisation throughout the value chain. | Increasing efficiency in water usage and exploring less water-intensive technologies Replenish freshwater through rainwater harvesting | Negative |
| 8 | Diversity and Inclusion in workplace | Risk | Diversity and Inclusion is a key facet of equal opportunity employer and with the emerging focus on unique skill sets from a diverse workforce, this stands as a Reputational Risk factor | We encourage diversity at workplace to promote the organization's collective experience and skill set with a focus on improving diversity at all levels We provide the right work culture through policies and processes which encourage diversity in workforce. | Negative |
| 9 | Socially Responsible Employer | Opportunity | Tata Power has a strong association with being socially responsible and having a focus on employee well-being. We have multi-generation (upto fifth) employees which is a testimony to this. | | Positive |
| 10 | Employee Retention, Engagement and Talent Development | Risk | Higher employee turnover will lead to lower productivity and loss of tacit knowledge | By establishing a AMP (Aspire, Motivate, Perform) leadership model thereby leading to engaged, agile and future-ready workforce. | Negative |
| 11 | Occupational Health and Safety | Risk | Failure to ensure health and safety could result in increased cost of litigation, reduce availability of manpower, reduced employee morale, or even threaten the viability of operations in worst-case scenarios. | Identifying, understanding, controlling and eliminating the risks associated with hazards at workplace Automation and mechanization plan to eliminate high risk manual activities | Negative |
| 12 | Labour Management | Risk | Labour issues like strikes, etc. can lead to operational disruptions | Ensuring labour compliances as per the regulatory requirements along with global standards like ILO. | Negative |
| 13 | Human Rights | Risk | Human right violations can lead to reputational damage | Human rights Assessment for operations along with SA 8000 certifications | Negative |
| 14 | Building Sustainable Communities | Risk | Community engagement is vital for social license to operate for our operations | Robust CSR engagement with communities on the 4 pillars of Education, Entrepreneurship, Employability and Employment | Negative |
| 15 | Customer Relationship Management | Risk | Poor quality of services and products can lead to loss of customers | Multiple channels to interface with our customers for constant feedback. Continuous evaluation and improvement undertaken | Negative |

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| 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 positive or negative implications) |
|--------|--|--|---|--|--|
| 16 | Digitalisation and Cybersecurity | Risk | Access to sensitive data by miscreants and loss of data integrity | Strong information security architecture and rigour of implementation with access points exercised. | Negative |
| 17 | Risk Management and BCDMP (Business Continuity and Disaster Management Plan) | Risk | Loss of revenue due to interruption of operation | BCDMP plan in place and mock exercises carried out periodically to ensure preparedness | Negative |
| 18 | New Business Opportunities* | Opportunity | Opportunity to expand the customer base through new business services like Solar rooftop, Solar pumps, EV Charging, etc. | | Positive |
| 19 | Innovation and Collaborations | Opportunity | Opportunity to adopt state of art new technologies like Cabon, Capture, Utilization and Storage (CCUS) Green Hydrogen, Small Module Reactors (SMR) etc. | | Positive |
| 20 | Responsible Supply Chain* | Risk | Reputational and business continuity risk due to lapses in supply chain | Responsible Supply Chain Management Policy and ESG framework for supply chain screening Training with supply chain partners | Negative |
| 21 | Creating Economic Value | Opportunity | Our business is powered by the continued trust that our investors place in us. We consider it our fiduciary duty to deliver on their expectations, and we achieve this through operational excellence, continued strengthening of our balance sheet, and efficient capital allocation that supports capex projects and new business ventures. | | Positive |
| 22 | ESG Governance | Opportunity | Strong ESG focus is reflected in transformation journey of Tata Power. Improved ESG performance by third party ratings. | | Positive |
| 23 | Ethical Business Conduct | Risk | Reputational damage leading to loss of partners and customers | TCoC, which every employee signs at the time of joining the Company, serves as a moral guide and a governing framework for responsible corporate citizenship. Customers and suppliers are made aware of the TCoC principles in contract discussions, and through inclusion of specific clauses in proposals and contracts. | Negative |
| 24 | Regulatory Compliance and Landscape | Risk | Changing regulatory regime can have business disruptions | Policy advocacy with regulators and policy makers | Negative |
| 25 | Transparency and Accountability | Risk | Strategic misalignment and loss of trust with stakeholders. | Regular and open dialogue with all stakeholders Improved disclosures for increased transparency | Negative |

*Emerging Issues Identified

Section B: Management and Process Disclosures

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

Tata Power has a robust sustainability governance framework that serves as a guidance for endorsing, executing and overseeing sustainability-aligned decisions and actions. The Board-level Corporate Social Responsibility and Sustainability Committee provides strategic guidance, while the Apex Leadership Team ensures effective implementation with tangible results.



| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 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.tatapower.com/corporate/policies.aspx | | | | | | | | |
| 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 | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Tata Power's policies are firmly rooted in the principles of the National Guidelines for Responsible Business Conduct (NGRBC's), which align with internationally recognized standards such as ISO 9000, 14000 and 45001, UNGC principles, ILO principles and United Nations Sustainable Development Goals (SDGs). To measure and report its sustainability performance, Tata Power follows the Global Reporting Initiative (GRI) standards, which are widely regarded as the gold standard for sustainability reporting. In addition, Tata Power is committed to tackling climate change and water-related issues and reports to the Carbon Disclosure Project (CDP) on these critical issues. The Company has also committed to the Science Based Targets initiative (SBTi), which provides a framework for companies to set science-based targets to reduce their greenhouse gas emissions in line with the goals of the Paris Agreement | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | Please refer 'Embedding ESG factors in business' section on Page No. 37 of the Integrated Annual Report FY23 | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Please refer 'Strategy' section on Page No. 48 of the Integrated Annual Report FY23 | | | | | | | | |

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| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | | | | | | | | | |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|--------------|-----|-----|-----|-----|-----|-----|-----|-----|
| Governance, leadership and oversight | | | | | | | | | | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | Please refer to 'Message from the CEO & MD' on Page No.12 of the Integrated Annual Report FY23 | | | | | | | | | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Dr. Praveer Sinha, CEO & Managing Director (DIN: 01785164) | | | | | | | | | | | | | | | | | |
| 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. | Corporate Social Responsibility and Sustainability Committee. For the composition of the Corporate Social Responsibility and Sustainability Committee, please refer to Page No. 207 of the Integrated Annual Report FY23 | | | | | | | | | | | | | | | | | |
| 10. Details of Review of NGRBCs by the Company:* | | | | | | | | | | | | | | | | | | |
| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency ** | | | | | | | | |
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | Y | Y | Y | A | A | A | A | A | A | A | Q | A |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | A | A | A | A | A | A | A | Q | A |
| | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | | | | | | | | | |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. *** | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |

* Reviews are conducted periodically, however, specific issues on NGRBCs are also addressed on a need-to-need basis.

** A – Annually, Q – Quarterly, Y – Yes and N – No

***The policies and performance of its working are part of the Tata Business Excellence Model (TBEM) assessments of Tata Power. Any opportunities for improvement are addressed through the implementation of the TBEM action plan.

12. **If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:** Not Applicable since the policies of the Company cover all Principles on NGRBCs.

Section C: Principle Wise Performance Disclosure

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

Essential Indicators

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

Tata Power is guided by the principles of the TCoC and TBEM. The Company requires its employees to be aware of the TCoC and conduct themselves in line with the principles outlined therein. There are regular training sessions for new inductees and annual online certification/re-certification on the learning platform which are required to be completed to ensure thorough dissemination of what is considered ethical conduct and the repercussions of non-adherence.

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|---|---|
| Board of Directors | 10 | During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. These topics provided insights on the said Principles. | 100 |
| Key Managerial Personnel | 10 | | 100 |
| Employees other than BoD and KMPs | 5 | Employee Trainings/Benefits, Stakeholder Complaints/ Grievance Redressal, Penalties, Conflicts of Interest and Industry Associations Environment (Energy, Water, Waste, Life Cycle Assessment), EPR, Sustainable Procurement and Local Sourcing, Safety Performance, Rehabilitation Social Impact Assessment, Cyber Security, Product Information | 100 |
| 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 financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

For FY23, there were no cases pending pertaining to unfair trade practices, irresponsible advertising and/or anti-competitive behavior. Additionally, there were no cases of corruption, with reference to the employees or the business partners.

| | | | 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 | There were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |
| Non-Monetary | | | | | |
| | NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) | |
| Imprisonment | There were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. | | | | |
| Punishment | | | | | |

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, since there were no cases during the year where monetary or non-monetary action has been appealed under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended. | |

Business Responsibility and Sustainability Report

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

In the TCoC, clause 10, section D: Our Employees, the guidance on Bribery and Corruption is outlined as: We strictly prohibit our employees, agents and intermediaries from engaging in any illegal or inappropriate payments or benefits, either directly or indirectly, that may be perceived as an attempt to gain undue advantages for our business operations. It is crucial to note that any violation of anti-bribery, anti-corruption, anti-competition, data privacy laws, etc. can lead to severe financial penalties and irreparable damage to the Company's reputation. The policy is available at the Company's website at <https://www.tatapower.com/pdf/aboutus/Tata-Code-of-Conduct.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 23 | FY 22 |
|-----------|---|-------|
| Directors | No Directors/KMPs/employees/workers were involved in bribery/corruption both, in FY23 and FY22. Hence, no action was taken by any law enforcement agency. | |
| KMPs | | |
| Employees | | |
| Workers | | |

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

| Details of complaints with regard to conflict of interest | FY 23 | | FY 22 | |
|--|--------|--------|--------|--------|
| | Number | Remark | Number | Remark |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | NA | Nil | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | NA | Nil | NA |

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, since no fines, penalties or actions were imposed by regulatory, law enforcement or judicial authorities on cases related to corruption and conflicts of interest. The Company has established policies, processes, systems and monitoring mechanisms to ensure compliance, which are regularly reviewed and updated with global best practices. The implementation of these policies is ensured through regular training, communication and awareness-building sessions.

Leadership Indicators

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

| Total Number of awareness programmes held | Topics / Principles covered under the training | % of value chain partners covered (by value of business done with such partners) under awareness programmes |
|---|---|---|
| Ethics Week Mail Communication on TCOC | Training on Anti-corruption Policies and Procedures | 8630 Nos. – Suppliers / Service BA's |

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same :**

Yes, Chairmanship of the Board is a non-executive position and separate from that of the Chief Executive Officer and Managing Director. The Code of Conduct for Non-Executive Directors and for Independent Directors carries explicit clauses covering avoidance of conflict of interest. Likewise, there are explicit clauses in the TCoC prohibiting any employee - including the Managing Director (MD) and Executive Directors (EDs) - from accepting any position of responsibility, with or without remuneration, with any other organization without the Company's prior written approval. For MD and EDs, such approval must be obtained from the Board. Additionally, the Company is obtaining disclosures from the Directors on their appointment disclosing their nature of interests in other Companies.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively**

| | FY23 | FY22 | Details of improvements in environmental and social impacts |
|-------|---------------|---------------|--|
| R&D | ₹ 17.06 crore | ₹ 13.72 crore | This represents the total R&D expense incurred by the Company which also includes investments in specific technologies to improve the Environmental and Social Impacts |
| Capex | 44% | 63% | Capex represents spend on clean and green business |

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

Yes, Tata Power has procedures in place for sustainable sourcing.

- b. **If yes, what percentage of inputs were sourced sustainably?**

100% of the non-fuel inputs are sourced sustainably.

Tata Power has policies and robust process to ensure sustainable sourcing from Business Associates. Our Responsible Supply Chain Management Policy (RSCM) governs all our engagements with our Business Associates. We also evaluate Business Associates commitment to our RSCM policy during selection/ award of any material contracts. The Business Associates share same commitment as enunciated in Tata Power Corporate Environment policy, Energy Conservation and Corporate Sustainability Policy. The terms and conditions of business are structured and uniform across divisions to ensure business process standardization and governance.

Tata Power has introduced ESG framework to promote sustainability in the business network and to align Business Associates with Tata Power's vision and aspirations on ESG Goals. We have prepared Framework for Business Associates, covering key aspects/ requirements on Environment, Social and Governance. This Framework is part of Tender Documents. Business Associates are required to submit response for compliance screening Questionnaires along with tender bids.

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.**

Tata Power believes in going beyond compliance and has taken numerous steps to improve waste management practices across its operations. All businesses are optimized to minimize

waste generation through evaluation of various options of resources, technologies and processes. These processes are also continuously reviewed and improvement initiatives are suitably undertaken and monitored for effectiveness. There are policies in place to ensure effective waste management including:

<https://www.tatapower.com/pdf/aboutus/ash-policy.pdf>

<https://www.tatapower.com/pdf/aboutus/e-waste-mgmt-policy.pdf>

The major waste for Tata Power is the Fly Ash generated from thermal power stations. This is redirected towards construction (Ready Mix Concrete as per Fly Ash Notification) and Quarry filling as per State Pollution Control Board's No Objection Certificate. Tata Power's endeavour is to utilize the bottom ash as well in line with Ministry of Environment, Forest and Climate Change. For the renewable operations, Tata Power conducted a study on end-of-life considerations for photovoltaic solar panels. The study portrays future projections with respect to PV panel waste quantum, disposal problems and how to address them through technology and advocacy. Please refer Page No. 120 of the Integrated Annual Report FY23.

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.**

Extended Producer Responsibility is currently not applicable to Tata Power's activities. However, waste management plan of the Company considers the evolving regulations both, from a waste minimization and recycling/reuse perspective.

Business Responsibility and Sustainability Report

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 the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|--------------|-------------------------------|---------------------------------|--|---|---|
| 3510 (35105) | Manufacturing of solar panels | - | Cradle to Grave | Yes | No |

Tata Power has also conducted a study on end-of-life considerations for Solar PV panels in preparedness for dealing with future waste streams.

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.**

Solar PV panels waste is generated due from products/services like Utility scale projects, Solar Rooftop and Solar pumps.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|---|---|
| Solar PV panels | Contamination due to landfilling of unrecyclable / unrecoverable material from end of life PV panels. | Secured landfilling of end of life PV panels is done to avoid any contamination |

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).**

Nil. We are primary manufacturer of PV panels.

| Indicated Input Material | Recycled or re-used input material to the total material | |
|--------------------------|--|------|
| | FY23 | FY22 |
| Not Applicable | | |

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:**

| | FY23 | | | FY22 | | |
|--------------------------------|---------|----------|-----------------|---------|----------|-----------------|
| | Re-used | Recycled | Safely disposed | Re-used | Recycled | Safely disposed |
| Plastics (Including packaging) | NA | NA | NA | NA | NA | NA |
| E-waste | NA | NA | NA | NA | NA | NA |
| Hazardous Waste | NA | NA | NA | NA | NA | NA |
| Other Waste | NA | NA | NA | NA | NA | NA |

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

| Indicate Product Category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|---------------------------|---|
| Not Applicable | |

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

Essential Indicators

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

| | % of employees covered by | | | | | | | | | | |
|----------|--------------------------------|------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| Category | Health insurance | | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | Total (A) | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| | Permanent employees | | | | | | | | | | |
| Male | 19,760 | 19,760 | 100 | 19,760 | 100 | NA | NA | 19,760 | 100 | 19,760 | 100 |
| Female | 1,901 | 1,901 | 100 | 1,901 | 100 | 1,901 | 100 | NA | NA | 1,901 | 100 |
| Total | 21,661 | 21,661 | 100 | 21,661 | 100 | 1,901 | 100 | 19,760 | 100 | 21,661 | 100 |
| | Other than Permanent employees | | | | | | | | | | |
| Male | 1,231 | 1,231 | 100 | 1,231 | 100 | NA | NA | 1,231 | 100 | 1,231 | 100 |
| Female | 133 | 133 | 100 | 133 | 100 | 133 | 100 | NA | NA | 133 | 100 |
| Total | 1,364 | 1,364 | 100 | 1,364 | 100 | 133 | 100 | 1,231 | 100 | 1,364 | 100 |

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

| | % of workers covered by | | | | | | | | | | |
|----------|------------------------------|------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| Category | Health insurance | | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | Total (A) | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| | Permanent workers | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |
| | Other than Permanent Workers | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |

The Company ensures that all statutory benefits are extended to contract workforce.

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

| Benefits | FY23 | | | FY22 | | |
|--------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and 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 and deposited with the authority (Y/N/N.A.) |
| PF | 96 | 100 | Y | 100 | 100 | Y |
| Gratuity | 100 | 100 | Y | 100 | 100 | Y |
| ESI | 4 | 100 | Y | 100 | 100 | Y |
| Others – Pensioner | 4 | NA | NA | NA | NA | NA |

The Company ensures that all statutory benefits are extended to contract workforce.

3. Accessibility of workplaces

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

Yes, the Company strongly acknowledges the immense benefits of having a diverse workforce. It's our unwavering commitment to providing every employee with equal employment opportunities and fostering an inclusive work environment where everyone is treated with the utmost respect and dignity. As a proactive measure, the Company strives to build a workforce that includes individuals with benchmark disabilities, taking into account their qualifications, merits, and applicable regulations. Tata power has an affirmative policy which 'believes equal opportunity in employment for all sections of society'. Inclusive infrastructure facilities available at our premises includes Ramp for mobility impaired person with disability along with instructions in braille for visually challenged.

Business Responsibility and Sustainability Report

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.

Tata Power has an affirmative policy which 'believes equal opportunity in employment for all sections of society'.

<https://www.tatapower.com/pdf/aboutus/affirmative-action-policy.pdf>

In line with Tata Power's philosophy of holistic and inclusive development, TPCDT, partnered with the Center for Autism and other Disabilities Rehabilitation Research and Education (CADRRE) to launch 'PAY AUTENTION - A different mind is a gifted mind', India's first bridgital Autism support network:

<https://www.tatapower.com/sustainability/social-capital/pay-autention.aspx>

<https://www.tatapower.com/pdf/aboutus/Tata-Code-of-Conduct.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 | 99.65 | 100 | There are no permanent workers in the Company | |
| Female | 74.63 | 100 | | |
| Total | 94.89 | 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.

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|--------------------------------|---|
| Permanent Workers | Yes, the Company has multiple mechanisms to redress grievances such as Suraksha (safety), TCoC (ethics) and Connect to Solve (HR and admin) platforms on Sangam, an internal portal. Any employee or worker can raise a concern/ grievance under the Tata Code of Conduct/ Whistle blower policy. The concern can be raised through the various channels such as email, ethics concern box, or through third party ethics helpline maintained by Deloitte. All concerns are investigated by a team of investigators and appropriate action is taken. The details for raising grievances are as follows: Toll-free Number - 0008001004382/8277, Website: www.tip-offs.com , Email ID: tatapower@ethics-line.com |
| Other than Permanent Worker | |
| Permanent Employees | |
| Other than Permanent Employees | |

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

| Category | FY23 | | | FY22 | | |
|----------------------------------|--|--|-----------|--|--|-----------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | | | | | | |
| Male | 19,760 | 10,622 | 53.76 | 18,009 | 9,911 | 55.03 |
| Female | 1,901 | 559 | 29.41 | 1,486 | 401 | 26.99 |
| Total Permanent Workers | | | | | | |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |

8. Details of training given to employees and workers:

| | FY23 | | | | | FY22* | | | | |
|------------------|-------------------------------|---------------|--------------|----------------------|--------------|-------------------------------|--------------|--------------|----------------------|--------------|
| | On Health and safety measures | | | On Skill upgradation | | On Health and safety measures | | | On Skill upgradation | |
| | Total (A) | No. (B) | % (B / A) | No. (C) | % (C / A) | Total (D) | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 20,991 | 13,567 | 64.63 | 11,666 | 55.58 | 4,437 | 3,286 | 74.06 | 3,583 | 80.75 |
| Female | 2,034 | 1,191 | 58.55 | 1,404 | 69.03 | 538 | 443 | 82.34 | 481 | 89.41 |
| Total | 23,025 | 14,758 | 64.10 | 13,070 | 56.76 | 4,975 | 3,729 | 74.95 | 4,064 | 81.69 |
| Workers | | | | | | | | | | |
| Male | 47,016 | 43,833 | 93.23 | 710 | 1.51 | - | - | - | - | - |
| Female | 1,428 | 404 | 28.29 | 88 | 6.16 | - | - | - | - | - |
| Total | 48,444 | 44,237 | 91.32 | 798 | 1.64 | - | - | - | - | - |

* FY22 Includes Tata Power, Mundra, TPTCL, IEL, MPL, TPREL, TPRMG, PTL, TPCDT, TPSSL, TPADL, WREL, TERPL, TPIPL and FENR.

All the employees have access to relevant learning and development opportunities. The Company has a robust e-learning platform which is coupled with other online and offline interventions. The learning needs are identified by a combination of self, manager and department head and classified under functional, behavioral and organizational needs.

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

| | FY23 | | | FY22 | | |
|------------------|---------------|---------------|------------|---------------|---------------|------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 20,991 | 20,991 | 100 | 19,884 | 19,884 | 100 |
| Female | 2,034 | 2,034 | 100 | 1,752 | 1,752 | 100 |
| Total | 23,025 | 23,025 | 100 | 21,636 | 21,636 | 100 |
| Workers | | | | | | |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |
| Total | - | - | - | - | - | - |

All the employees undergo Performance and Career Development Reviews. The Company has a robust IT tool to conduct the same. Discussions are carried out periodically and feedback for development is provided. Performance review of workers are determined on the basis of Productivity Linked Performance Based Contract (PLPBC).

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, safety is a core value over which no business objective can have a higher priority and this core value is implemented at all divisions across all clusters and in the entire organization. Tata Power Safety Management Framework covers all the business activities and the same are aligned with the Tata Group Health and Safety Management System as well as ISO 45001:2018 requirements. The coverage is 100% and includes all employees and workers.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We follow our Hazard Identification and Risk Assessment and Job Safety analysis procedure to identify work related hazards. Tata Power Safety Management System (TPSMS) comprises safety processes for identifying Work related hazards and assess risks on routine and non-routine basis. Safety processes followed by the Company are as follows:

- Safety Leadership and accountability with Occupational Health & Safety (OH&S) Objective Planning
- Hazard Identification Risk Assessment and Risk Management
- Design, Construction, Operational planning and control

- People Competency Behaviours
- Communication, Consultation and Participation
- Observation Incident Nonconformity reporting, Investigation and Learning
- Change Management Process
- Contractor Safety Management
- Measurement, monitoring and review
- Fire Detection Protection System Management

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 has an established Hazard Identification and Risk Assessment (HIRA) process for both routine and non-routine jobs and routinely provides HIRA and Job Safety Assessment (JSA) trainings to operation, maintenance and service engineers. The process of incident reporting and investigation is digitalized through the SAP-EHSM platform and through the Suraksha mobile application.

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

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with reputed medical entities in close proximity. In addition, personnel are being trained to respond appropriately to medical emergencies on-site.

Business Responsibility and Sustainability Report

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

| Safety Incident/Number | Category | FY23 | FY22 |
|---|-----------|------|------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | Nil | Nil |
| | Workers | 0.11 | 0.15 |
| Total recordable work-related injuries* | Employees | Nil | Nil |
| | Workers | 21 | 13 |
| No. of fatalities | Employees | Nil | Nil |
| | Workers | 1 | 1 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | Nil |
| | Workers | 10 | 8 |

* This includes all the recordable injuries including fatalities and high consequence work-related injuries

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

Corrective Action Preventive Actions (CAPA) identified from the incidents of previous year are horizontally deployed to all the divisions. CAPA horizontal deployment is tracked monthly. Behaviour-based safety trainings are in progress. Felt leadership programmes are being conducted. Practise of Step changes/ Safety interventions and observation reporting streamlined

- Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure.
- Hierarchy of controls is followed for application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.
- Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.
- Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites.

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

| | FY23 | | | Remarks | FY22* | | | Remarks |
|--------------------|-----------------------|---------------------------------------|--|---|-----------------------|---------------------------------------|--|---|
| | Filed during the year | Pending resolution at the end of year | | | Filed during the year | Pending resolution at the end of year | | |
| Working Conditions | Nil | Nil | | Nil | Nil | Nil | | |
| Health and Safety | 1,89,813 | 3,416 | | There are no complaints, just observations that are done proactively, so that they can be closed timely | 1,79,244 | 18,642 | | There are no complaints, just observations that are done proactively, so that they can be closed timely |

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.

Corrective Action Preventive Actions (CAPA) identified from the incidents of previous year and horizontally allocated to all the divisions. Deployment tracked monthly. Behaviour-Based Safety training and competency assessment done.

- All safety related accidents are being investigated and learnings from investigation reports are shared across organization for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety Audits.
- Significant risks/concerns arising from assessment of Health and Safety Practices are addressed through elimination of manual job by use of Technology/Digitization, Safety Capability Building, Monitoring and supervision, etc.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

- Employees (Y/N): Yes, Group Term Life Insurance (GTLI)
- Workers (Y/N): Yes, Group Term Life Insurance (GTLI) and also compensatory package as per Long-term Wage Settlement (LTS) agreement

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

The entity ensures adherence to statutory compliances related to workers such as timely wage payment and Provident fund. In case of non-compliances stringent actions are taken against defaulter business partner.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/ worker | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|---|------|---|------|
| | FY23 | FY22 | FY23 | FY22 |
| Employees | Nil | Nil | - | - |
| Workers | 11 | 9 | - | - |

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?

Tata Power provides transition assistance programs for all the employees during career ending resulting from retirement. However, this practice is not followed for termination cases.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and safety practices | Nil |
| Working Conditions | Nil |

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.

- ISO 45001 /OHSAS 18001 certification is mandatory for all Value chain partners involved with High-Risk jobs execution with organization.
- Ensured 100% Safety Training of Workforce of Service providers by approved Training Institute.
- Periodic safety performance Evaluation of Service providers.
- Safety performance linked incentive schemes for service providers.

Business Responsibility and Sustainability Report

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.

Tata Power recognizes any individual, group or institution that contributes to the Company's value chain as a core stakeholder. Through the Stakeholder Engagement and Materiality Assessment (SEMA) process, we identify our stakeholders, which include customers, suppliers, communities, government regulators, shareholders and employees. However, this process is ongoing and we continuously strive to identify additional stakeholders.

We take a proactive approach to engage with our stakeholders regularly, seeking to understand their perspectives, receive feedback and address any issues that are important to them. Our stakeholder engagement is based on seamless dialogue, empathy and a focus on value creation, which forms the foundation of our engagement approach at Tata Power.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly / Quarterly / others - please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--|--|---|---|---|
| Communities | Yes (Affirmative Action) | CSR initiatives and interventions Community meetings Programmes Impact Assessment survey as well as Perception studies. | Ongoing/Need basis | Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing Capacity Building, local development and livelihoods for the affected persons |
| Investors (other than Shareholders) | No | Scheduled investor meets Quarterly results call Participation in events/ platforms organised by investors | Quarterly, Need basis | Shareholder support and feedback on operations provides continuous guidance for the management and governance |
| Shareholders | No | Annual General Meeting Disclosure tools, including Annual Reports, Sustainability Reports and Investor Presentations Email Complaints and grievance management | Annual, Need basis | Keeping communications channels open with analysts and investor community and helps to connect them with management Tata Power's Operational and Financial Performance |
| Employees and workers | No | Intranet and in-house newsletters Management-employee Town Hall meets Annual employee surveys Performance dialogue and appraisals Employee Feedback programme | Regular | Employees help meet business goals with their collective knowledge and experience, by initiating best-in-class people practices Benefits, culture and grievances Capacity building and career progression Human Rights aspects related to employee wellbeing |
| Customers | No | Customer satisfaction surveys Formal and informal feedback Forum for quick customer query resolution Email, SMS, advertisement, website, social media | Regular | Understanding of their needs helps in determining product and services quality and pricing. Product innovation development is guided by customer requirements Reduction in environmental and social impacts of products to help customers meet their Sustainability Goals |
| Value Chain Partners (Suppliers and Vendors) | No | Regular supplier / vendor meets On-site quality audits of suppliers Vendor due diligence and pre-qualification meetings Tracking of suggestions from O&M Partners for possible implementation Contract revision and negotiation meetings Email | Annual, Periodic | Critical to ensure operational efficiency through timely supplies and logistical efficiency Vital to our goals of sustainability and responsible sourcing Safety of workers and workplace |
| Regulatory Authorities | No | Scheduled meetings Regular liaisoning Industry forums | Regular | Regular engagement, communications and advocacy with regulatory authorities Strict compliance with rules and regulations-tracking compliance |

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.**

We believe that consultation with our stakeholders is an ongoing process, and our leadership takes the lead by engaging with them regularly across various platforms. Additionally, we have established a Corporate Social Responsibility and Sustainability Committee at the Board level that reviews progress quarterly. Moreover, we provide shareholders with the opportunity to interact with all board members on an annual basis during Annual General Meeting. This enables us to keep a constant pulse on the needs and concerns of our stakeholders and ensures that we remain accountable to them.

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, there have been many instances in which Company has inculcated these feedbacks into planning. One of the inputs received from communities had been increased avenues for livelihood and led to the genesis of 'Anokha Dhaaga'.

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

The Company identifies the disadvantaged, vulnerable and marginalised stakeholders on an ongoing basis. Any new proposed project or expansion is mapped by engaging the stakeholder proactively, specifically via Corporate Social Responsibility activities.

In a unique social innovation initiative, Tata Power has roped in women representatives from the community and empowered them for community initiatives. These 'Abhas' or 'Abha Shaktis' are trained under the skilling programs run to become social change agents. The women have been provided with livelihood skills through digital tech and knowledge of power Discoms' consumer-centric operation viz. Meter reading, Billing and Collection (MBC) activities enabling them to become self-employed.

Tata Power has also developed a unique Corporate Social Responsibility program to bridge the gap between individuals and government entitlements cum schemes which are supposed to benefit them under the aegis of Adhikaar. The

program focusses on linkage of beneficiaries with various Government schemes for all categories of population - children, youth, women, men, aged, destitute, widows, etc.

Tata Power Skill Development Institute (TPSDI) was developed to address the concerns of 'Increased infrastructure for training community members' for vulnerable / marginalized stakeholder groups.

TPSDI is an endeavour from the Company to empower youth and others with employable skills, especially in the Power and allied sectors and to address the skill gap challenge faced by the Indian Power Sector. TPSDI provides modular training and certification across a wide range of employable skills.

TPSDI has set up six training hubs in three locations in the country leveraging the facilities of Tata Power and its JV/ Subsidiaries:

- Shahad - Mumbai, Maharashtra
- Trombay - Mumbai, Maharashtra
- Vidyavihar - Mumbai, Maharashtra
- Maithon - Dhanbad, Jharkhand
- Mundra - Kutch, Gujarat
- Jojobera - Jamshedpur, Jharkhand

TPSDI also runs programs in collaboration with Tata Power Delhi Distribution Limited and The Centre for Power Efficiency in Distribution (CENPEID), Delhi. The Institute's unique training approach is designed for delivering skills with speed, scale and standards.

The employability centric courses range from 2 to 12 weeks in duration and follow the TPSDI Competency Framework, which is congruous with the National Skill Quality Framework (NSQF). The TPSDI Competency Framework allows participants to swiftly pick up readily deployable skills and continue upgrading their skills after convenient intervals over a period of time.

Training at TPSDI ensures holistic development of trainees. In addition to technical skills, training at TPSDI also focuses on other dimensions of skill building, such as - numerical ability, science, basic IT, industry orientation, communication, soft skills and personality development, and work ethics and places special emphasis on Safety, Health and Environment (SHE) considering the sector's specific need. The training consists both, knowledge and hands-on skills.

TPSDI consciously works towards providing greater access to its courses to the members of disadvantaged sections of the society and those in the Below Poverty Line category.

Business Responsibility and Sustainability Report

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:

| | FY23 | | | FY22 | | |
|------------------------|---------------|--|--------------|--------------|--|--------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 21,661 | 3,771 | 17.41 | 4,424 | 1,985 | 44.87 |
| Other than permanent | 1,364 | 196 | 14.37 | 551 | 14 | 2.54 |
| Total Employees | 23,025 | 3,967 | 17.23 | 4,975 | 1,999 | 40.18 |
| Workers | | | | | | |
| Permanent | - | - | - | - | - | - |
| Other than permanent | - | - | - | - | - | - |
| Total Workers | - | - | - | - | - | - |

* FY22 Includes Tata Power, TPTCL, IEL, MPL, TPREL & its subsidiaries, TPRMG, PTL, TPCDT, TPADL, TERPL, TPIPL and FENR.

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

| Category | FY23 | | | | | FY22 | | | | |
|----------------------|-----------|-----------------------|-----------|------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|
| | 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 | 19,760 | Nil | NA | 19,760 | 100 | 18,009 | Nil | NA | 18,009 | 100 |
| Female | 1,901 | Nil | NA | 1,901 | 100 | 1,486 | Nil | NA | 1,486 | 100 |
| Other than Permanent | | | | | | | | | | |
| Male | 1,231 | Nil | NA | 1,231 | 100 | 1,875 | Nil | NA | 1,875 | 100 |
| Female | 133 | Nil | NA | 133 | 100 | 266 | Nil | NA | 266 | 100 |
| | Workers | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | Nil | Nil | NA | Nil | NA | Nil | Nil | NA | Nil | NA |
| Female | Nil | Nil | NA | Nil | NA | Nil | Nil | NA | Nil | NA |
| Other than Permanent | | | | | | | | | | |
| Male | 47,016 | 17,070 | 36.31 | 29,946 | 63.69 | 43,408 | Nil | NA | 43,408 | 100 |
| Female | 1,428 | 373 | 26.12 | 1055 | 73.88 | 903 | Nil | NA | 903 | 100 |

3. 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)** | 1 | 9,20,75,442 | Nil | - |
| Key Managerial Personnel | 2 | 2,38,72,206 | Nil | - |
| Employees other than BoD and KMP | 3,062 | 11,78,372 | 526 | 7,36,073 |
| Workers | 1,212 | 12,43,676 | 10 | 16,67,377 |

* Includes Tata Power, TPTCL, IEL, MPL, TPREL & its subsidiaries, TPRMG, PTL, TPCDT, TPADL, TERPL, TPIPL and FENR.

** BoD represents data for CEO and Managing Director only since rest of the BoD consists Non-Executive Directors.

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):

Human rights is the basic tenet at Tata Power and is guided by Human Rights Policy. Focal points of contacts are:
Dr. Praveer Sinha - CEO & Managing Director and Mr. Himat Tewari - CHRO & Chief - CSR and Sustainability.

Yes, the Ethics team and the Human Resources team are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Human Rights Policy elaborates on the grievance mechanism. The policy is available at the Company's website at: - <https://www.tatapower.com/pdf/sustainability/human-rights-policy.pdf>

The Company has adopted TCoC which categorically states that 'We do not employ children at our workplaces, We do not use forced labour in any form, We do not confiscate personal documents of our employees, or force them to make any payment to us or to anyone else in order to secure employment with us, or to work with us.' There are various channels available to raise concerns and for redressal of the same. Also, concerns can be raised through our Whistle Blower Policy. An independent third party ethics helpline maintained by Deloitte, has also been provided for raising concerns. The details for raising grievances are as follows: Toll-free Number - 0008001004382/8277, Website: www.tip-offs.com, Email ID: tatapower@ethics-line.com

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

| | FY23 | | | FY22 | | |
|-----------------------------------|-----------------------|---------------------------------------|---|-----------------------|---------------------------------------|--|
| | 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 | 3 | Nil | - | 3 | Nil | - |
| Discrimination at workplace | 5 | Nil | This includes concerns raised in relation to PMS rating, promotion not received, employee ward not assessed properly in exam. | 4 | Nil | This includes concerns raised in relation to PMS rating, promotion not received. |
| Child Labour | Nil | Nil | - | Nil | Nil | - |
| Forced Labour/Involuntary Labour | Nil | Nil | - | Nil | Nil | - |
| Wages | Nil | Nil | - | Nil | Nil | - |
| Other human rights related issues | Nil | Nil | - | Nil | Nil | - |

*This represents data for Tata Power standalone only.

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

The TCoC underscores that any form of retaliation against individuals reporting legitimate concerns will not be tolerated. Those who engage in targeting such individuals will be subject to disciplinary action. If a complainant suspects that they or someone they know has been subjected to retaliation for raising a concern or reporting a case, the Company strongly encourages them to contact the line manager, the company's Ethics Counsellor, the Human Resources department, the MD/CEO or the office of the group's Chief Ethics Officer without delay.

The Company has zero tolerance for sexual harassment at the workplace and has adopted a comprehensive policy on preventing, prohibiting and redressing sexual harassment of women in the workplace. We have established an Internal Committee (IC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Members of the IC are responsible for conducting inquiries related to such complaints. Throughout the process, the IC will safeguard the identities of all parties involved, as well as the contents of complaints and inquiry proceedings.

Please refer TCoC at <https://www.tatapower.com/pdf/aboutus/Tata-Code-of-Conduct.pdf>

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

Yes, Human Rights forms part of the business agreements:

1. Onboarding/ selection - Applicable certificates, Labour Laws compliance including statutory requirements such as child labour, forced and compulsory labour are asked during on-boarding of suppliers
2. TCoC is accepted by the vendors and signed as a part of the contract

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9. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | All Offices - 100% (Statutory Authorities) |
| Forced/involuntary labour | - |
| Sexual harassment | - |
| Discrimination at workplace | - |
| Wages | All Offices - 100% (Statutory Authorities) |
| Others – please specify | - |

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

| Types of Human rights violations | Number of plants and offices assessed for Human Rights Violations | Assessed By | Corrective actions taken |
|----------------------------------|---|-----------------------|--------------------------|
| Wages | All offices | Statutory Authorities | NA |
| Child labour | All offices | Statutory Authorities | NA |

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The Company is of the belief that it has upheld the basic principles of human rights in all its dealings. The Company regularly creates awareness among its employees on the Code of Conduct through various training programmes.

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

Human Rights due-diligence will be completed for Tata Power in the FY24. Scope and Coverage will include Tata Power's Standalone entities.

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 registered office of the Company has ramps for easy movement of differently abled visitors. However, power generation stations and site offices are being made fully equipped as per the requirements of differently abled persons. Planned steps are being taken to create the infrastructure support for Persons with Disabilities in other offices.

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 | Nil |
| Discrimination at workplace | Nil |
| Child Labour | Nil |
| Forced Labour/Involuntary Labour | Nil |
| Wages | Nil |
| Others – please specify | Nil |

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

Not Applicable

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

Essential Indicators

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

| Parameter | FY 23 | FY 22 |
|---|---------------------|---------------------|
| Total electricity consumption (A) (GJ) | 2,20,881 | 1,23,319 |
| Total fuel consumption (B) (GJ) | 40,87,27,250 | 27,79,48,920 |
| Energy consumption through other sources (C) (GJ) | - | - |
| Total energy consumption (A+B+C) | 40,89,48,131 | 27,80,72,239 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in crore rupees) | 7,298.34 | 6,531.20 |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 and FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP.

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.**

Yes, all thermal operating divisions of Tata Power were part of PAT cycle II (2016-17 to 2018-19) notified on March 31, 2016 and aims to achieve an overall energy consumption reduction of 8.869 Millions of tonnes of oil equivalent (Mtoe). PAT cycle II Target details along with action plan is as outlined below. New targets will be taken in alignment with PAT cycle VII which is awaited in FY24.

| Divisions | PAT Cycle II Notified Target (Kcal/kwh) | Achieved (Kcal/kwh) | Remedial Action in case target not achieved |
|-----------------------------|---|---------------------|---|
| Mundra | 2,256 | 2,257 | Unit 30 and 50 HP Heaters replacement along with installation of Variable Frequency Drive in Condensate Extraction pump variable was planned and commissioned. |
| Maithon | 2,460 | 2,445 | Better than Notified Target |
| Trombay (Coal, Oil and Gas) | 2,652 | 2,566 | Better than Notified Target |
| Trombay (Gas) | 2,006 | 2,047 | This was not achieved due to lower Plant load factor in view of low APM gas availability. This has been taken up with BEE, however it was not considered for normalization. |
| Jojobera | 2,839 | 2,836 | Better than Notified Target |

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

| Parameter | FY23 | FY22 |
|--|------------------|------------------|
| Water Withdrawal by source (in Million Litres) | | |
| (i) Surface water | 12,86,842 | 13,17,592 |
| (ii) Groundwater | 66 | 271 |
| (iii) Third party water | 14,768 | 13,065 |
| (iv) Seawater / desalinated water | 32,65,808 | 28,58,396 |
| (v) Others | Nil | Nil |
| Total volume of water withdrawal (i + ii + iii + iv + v) | 45,67,484 | 41,89,324 |
| Total volume of fresh water consumption (Million Litres) | 69,735 | 64,721 |
| Water intensity per rupee of turnover (Water consumed litres / rupee turnover) | 0.12 | 0.15 |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 & FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP.

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

The Company's major thermal power plants has Zero-Liquid Discharge (ZLD) wherein the waste water is treated and reused. This includes Maithon, Jojobera and Waste Heat Recovery units. Coastal power plants like Trombay and Mundra use sea water of cooling purposes. The quality of effluent discharge where applicable is ensured as per regulatory requirements.

Business Responsibility and Sustainability Report

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

| Parameter (Air Emissions) | Please specify unit | FY23 | FY22 |
|-------------------------------------|---------------------|----------|----------|
| NOx | Tonnes | 56,218 | 72,784 |
| SOx | | 1,10,962 | 1,33,209 |
| Particulate matter (PM) | | 5,603 | 6,904 |
| Persistent Organic Pollutants (POP) | | NA | NA |
| Volatile Organic Compounds (VOC) | | NA | NA |
| Hazardous Air Pollutants (HAP) | | NA | NA |
| Others | | NA | NA |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 and FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP.

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

| Parameter | Units | FY23 | FY22 |
|---|--|----------------------------|----------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Million Metric tonnes of CO ₂ equivalent | 28.312 | 27.330 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Million Metric tonnes of CO ₂ equivalent | 0.475 | 0.285 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent / Rupees of turnover | 5.137 x 10 ⁽⁻⁵⁾ | 6.486 x 10 ⁽⁻⁵⁾ |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 and FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP.

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

Tata Power is committed to climate action and to create a positive impact for the community and environment in which it operates. The Company is India's first power utility to publicly pledge to Net Zero before 2045. In line with the aspirations, Tata Power has committed to SBTi to provide the pathway to develop integrated solutions for becoming carbon neutral. This includes phasing out coal-based power plants and ramping up renewables and other forms of clean energy, investments in improvement measures and operational efficiency technology for Station Heat Rate and Auxiliary Power Consumption to reduce GHG emissions. Please refer to the key collaborations section on Page No. 99 of the Integrated Report FY23.

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

| Parameter | FY 23 | FY 22 |
|--|------------------|------------------|
| Total Waste generated (in metric tonnes) | | |
| Other Hazardous waste (Includes Waste residue containing oil, Used Oil, Contaminated cotton rags or other cleaning materials, Discarded containers drums/barrels, COG & BFG Tar, Insulation Materials/Asbestos Gaskets, Lube Oil & Oil Sludge, Asbestos-containing residues) | 350 | 1,095 |
| Other Non-hazardous waste generated (Includes Fly, Bottom and Pond Ash, E- waste, Energy Meters, Batteries (Lead Acid/dry/Alkaline), Plastic waste, Ferrous and Non Ferrous Scrap, Biodegradable and Non-Biodegradable Waste, Bio-medical Waste) | 59,63,380 | 60,50,898 |
| Total | 59,63,730 | 60,51,993 |
| 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 | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | 59,63,730 | 60,51,993 |
| Total | 59,63,730 | 60,51,993 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | 59,63,730 | 60,51,993 |
| Total | 59,63,730 | 60,51,993 |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 & FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP.

9. **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**

Tata Power has robust waste management practices and aims to be Zero Waste to Landfill before 2030. The major waste stream at Tata Power by volume includes ash (fly ash + bottom ash). Tata Power has also conducted a study on end-of-life considerations for Solar PV panels in preparedness for dealing with future waste streams. 100% of the hazardous and toxic waste is treated/discarded as per the regulatory rules. For further details, please refer Waste Management section on Page No. 120 of the Integrated Report FY23.

10. **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:**

| S. 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. |
|--------|--|-------------------------------|---|
| 1 | Hydro Power Plants like Bhira, Bhivpuri and Khopoli are in the region of northern western ghats which is one of the major biodiversity hotspots in the world | Conventional Generation | These hydro plants have been in operation for over 100 years. Tata Power has taken up afforestation program in the catchment area by planting species which are native to this area. Company also took up conservation breeding program for endangered species Deccan Mahseer (Tor khudree). This program helped to increase population of the species and brought the fish from IUCN red list of endangered species to the least concern category. |
| 2 | Trombay and Mundra – Thermal plants | Conventional Generation | These coastal power plants require approval under Coastal Regulation Zone Notification and approval for the same has been received. Compliance conditions are being complied with. |
| 3 | Mundra Thermal Plant | Conventional Generation | Forest Diversion under Forest (Conservation) Act 1980 has been obtained the conditions are being complied with. |
| 4 | Transmission Projects | Transmission and Distribution | Transmission projects including laying of Transmission towers and lines along with replacement of exiting towers and lines. Relevant approvals under CRZ and FCA are undertaken, if applicable and conditions of the same are complied with. |

11. **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 Web link |
|-----------------------------------|----------------------|------|---|--|-------------------|
| Nil | | | | | |

Tata Power has been incrementally adding capacity to Clean and Green Portfolio. These projects do not come under EIA notification 2006 requirements.

12. **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 |
|--------|---|---------------------------------------|---|---------------------------------|
| Nil | | | | |

Yes, the Company is 100% compliant with the applicable environmental law/ regulations/ guidelines in India.

Business Responsibility and Sustainability Report

Leadership Indicators

1. Provide the following details related to water discharged:

| Parameter | FY23 | FY22 |
|---|------------------|------------------|
| Water discharge by destination and level of treatment (in Million litres) | | |
| (i) To Surface water | | |
| - No treatment | Nil | Nil |
| - With treatment | Nil | Nil |
| (ii) To Groundwater | | |
| - No treatment | Nil | Nil |
| - With treatment | Nil | Nil |
| (iii) To Seawater | | |
| - No treatment | Nil | Nil |
| - With treatment | 30,71,107 | 26,95,579 |
| (iv) Sent to third-parties | | |
| - No treatment | Nil | Nil |
| - With treatment – please specify level of treatment | Nil | Nil |
| (v) Others | | |
| - No treatment | Nil | Nil |
| - With treatment – please specify level of treatment | Nil | Nil |
| Total water discharged (in Million litres) | 30,71,107 | 26,95,579 |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 and FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP.

2. 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:

- Name of the area - Specific projects in Rajasthan, Gujarat, Karnataka, Maharashtra, Tamil Nadu
- Nature of operations – Solar Generation

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

| Parameter | Unit | FY23 | FY22 |
|---|--|----------------------------------|----------------------------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Million Metric tonnes of CO ₂ equivalent | 10.081 | 0.001 |
| Total Scope 3 emissions per rupee of turnover | Metric tonnes of CO₂ equivalent / rupees of turnover | 1.799 x 10⁽⁻⁵⁾ | 2.349 x 10⁽⁻⁹⁾ |

Note: Data verification is carried out through 3rd party assurance each year for Integrated Report. For FY23 and FY22, the assurance on Integrated Report has been carried out by Deloitte Haskins & Sells LLP. FY22 Scope 3 emissions include only Business travel.

Data for FY23 includes following: Scope 3 categories - Category 1 - Purchase of goods and services, Category 2- Capital Goods, Category 3- Fuel and Energy related activities, Category 5- Waste Generated in operations apart from Category 6 – Business travel.

4. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Afforestation Drive and Mahseer Conservation Program at Hydro:

Mahseer conservation program was initiated in the year 1970 for ecological enrichment of the hydel lakes and to rehabilitate the Deccan Mahseer which had been decimated in their natural habitat. After the five decades of efforts, Deccan Mahseer is finally declared as 'least concern' species in the IUCN red list.

Since 1972, Tata Power have been arranging mega afforestation drive of native plants in the Hydro which is situated in the northern western Ghats area with an intent on increasing survival rate of plantation. The Company has been organizing educational programs to create an awareness among communities and children with the help of Bharati Vidyapeeth.

GIS based survey and mapping of green cover of 5 Hydro locations and power station areas, greenbelt improvement along with carbon footprint estimation has been carried out in FY23.

6. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|---|--|---------------------------|
| 1 | Under Implementation – FGD and De-NOx systems | Reduction in flue emissions, specifically SO ₂ and NO _x from the stack emissions | |

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

Tata Power has a robust Business Continuity and Disaster Management Plan (BCDMP) and is certified as per ISO 22301:2012 from the British Standards Institute (BSI). In addition, workforce is continuously trained by carrying out mock drills and disaster management exercises for possible emergency situations. The Company also has a comprehensive BCDMP policy which can be found at <https://www.tatapower.com/pdf/aboutus/bcp-policy.pdf>

8. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

There has been no adverse impact to the environment arising from the value chain of the entity.

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

Nil

Business Responsibility and Sustainability Report

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations: 13**
- 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:**

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/ National) |
|--------|---|--|
| 1 | Associated Chambers of Commerce and Industry (ASSOCHAM) | Both State and National level |
| 2 | Confederation of Indian Industry (CII) | Both State and National level |
| 3 | National Solar Energy Federation of India (NSEFI) | Both State and National level |
| 4 | Solar Power Developers Association (SPDA) | Both State and National level |
| 5 | India Energy Forum | Both State and National Level |
| 6 | National Safety Council (NSC) | Both State and National Level |
| 7 | Association of Power Producers (APP) | Both State and National Level |
| 8 | Committee for International Council on Large Electric Systems (CIGRE) | Both State and National Level |
| 9 | Electrical Research & Development Association | Both State and National Level |
| 10 | Central Power Research Institute (CPRI) | Both State and National Level |

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.**

| S. No. | Name of Authority | Brief of the case | Corrective Action taken |
|--------|---|-------------------|-------------------------|
| 1 | There is no action taken or underway against the Company on any issues related to anti-competitive conduct. | | |

Leadership Indicators

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

| S. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|-------|---|---|--|---|--|
| 1 | Draft guidelines for the promotion of Pump Storage Projects (PSP) | Comments submitted officially | Yes | NA | MoP Website https://powermin.gov.in/ |
| 2 | Scheme for Flexibilization of Thermal Generation through RE Bundling | 1. Comments submitted officially 2. In-person meetings/discussions with concerned officials in MoP, CERC, CEA | Yes | NA | MoP Website https://powermin.gov.in/ |
| 3 | DSM Regulations 2022 | 1. Comments submitted officially 2. In-person meetings/discussions with concerned officials in MoP, CERC 3. Joint Representation through Associations 4. Presentation done by the team during a public hearing | Yes | NA | CERC Website https://cercind.gov.in/index.html |
| 4 | Order on Cobranding ALMM | In-person meetings/discussions with concerned officials in MNRE | Yes | NA | MNRE Website https://mnre.gov.in/ |
| 5 | 1st Amendment (Sharing of Charges and Losses) Regulations 2023 | 1. Comments submitted officially 2. In-person meetings/discussions with concerned officials 3. Presentation done during the public hearing | Yes | NA | CERC Website https://cercind.gov.in/index.html |
| 6 | CERC Connectivity and GNA to the ISTS (First Amendment) Regulations, 2023 | 1. Comments submitted officially 2. In-person meetings/discussions with concerned officials | Yes | NA | CERC Website https://cercind.gov.in/index.html |

| S. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|-------|---|--|--|---|---|
| 7 | National Green Hydrogen Mission | Participated in meetings on Hydrogen related policy development/ Submitted views/inputs to address issues in hydrogen ecosystem | Yes | NA | MNRE Website https://mnre.gov.in/ |
| 8 | FoR_ Model Regulations on Import of Power from Captive_ Verification of Captive Status of CGP | In-person meetings/discussions with concerned officials in MoP, CERC | Yes | NA | FoR Website http://www.forumofregulators.gov.in/ |
| 9 | Electricity (Amendment) Bill, 2022 | 1. Comments submitted officially 2. Joint Representation through Associations | No | NA | NA |
| 10 | Concept Note on Pooling of Tariff of 25 years Plus Thermal/ Gas Generating Stations | Comments submitted officially | Yes | NA | MoP Website https://powermin.gov.in/ |
| 11 | Draft Tender document for Sea Bed Leasing for Offshore Wind energy projects | 1. Comments submitted officially 2. In-person meetings/discussions with concerned officials 3. Stakeholder discussion on the revised draft | Yes | NA | MNRE Website https://mnre.gov.in/ |
| 12 | Amendment in Electricity Rules, 2005 related to Captive Generating Plant | 1. Comments submitted officially 2. In-person meetings/discussions with concerned officials 3. Joint Representation through Associations | Yes | NA | MoP Website https://powermin.gov.in/ |
| 13 | National Level Optimization of Surplus Generation Capacity | Comments submitted officially | Yes | NA | MoP Website https://powermin.gov.in/ |
| 14 | Draft Resource Adequacy Guidelines | Comments submitted officially | Yes | NA | MoP Website https://powermin.gov.in/ |
| 15 | Draft National Repowering Policy for Wind Power Projects, 2022 | Comments submitted officially | Yes | NA | MNRE Website https://mnre.gov.in/ |

Business Responsibility and Sustainability Report

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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 |
|---|---------------------|----------------------|---|--|-------------------|
| As per applicable laws, SIA is not applicable for any of the projects undertaken by the Company. However, the Company assesses the effectiveness of all projects undertaken voluntarily as a part of Tata way of giving back to society. | | | | | |

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

| S. No. | 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 FY23 (In crore) |
|--------|--|-------------|-----------------|---|--------------------------|---|
| 1 | Dr Babasaheb Ambedkar SRA CHSL | Maharashtra | Mumbai Suburban | 1,003* | 100 | 19.95 crore (Project Cost) |

* No. of slum dwellers identified as per the approval of Government Authorities

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

There is regular engagement with key community institutions and representatives from key neighborhoods across India. Stakeholder suggestions can also be emailed to the company through the following link:

<https://www.tatapower.com/contact/community-relations.aspx>

Community Information Centre at Critical Locations - Tata Power at its key locations, has continued engagement through Community Information Centre to enhance the community engagement and receive feedback.

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

| | FY23 | FY22 |
|--|---|--|
| Directly sourced from MSMEs/ small producers | 13.8% of total Non-Fuel Procurement and 2.5% of Total procurement including Fuel* | 13.51% of total Non-Fuel procurement |
| Sourced directly from within the district and neighbouring districts | <p>**Our ERP system does not differentiate local procurement based district/ area of site/ plant/ office</p> <p>local : Sourced from India (Orders in ₹); 98.33% of Non-fuel procurement at Tata Power was sourced locally in FY23.</p> <p>54.58% of the overall procurement was from Indigenous sources (orders in ₹)</p> <p>local : Sourced from India (Orders in ₹); 44.47% of Fuel procurement at Tata Power was sourced locally in FY23.</p> | <p>**Our ERP system does not differentiate local procurement based district/ area of site/ plant/ office</p> <p>local : Sourced from India (Orders in ₹); 99.15% of Non-fuel procurement at Tata Power was sourced locally in FY22.</p> <p>54.18% of the overall procurement was from Indigenous sources (orders in ₹).</p> <p>local : Sourced from India (Orders in ₹); 39.87% of Fuel procurement at Tata Power was sourced locally in FY22.</p> |

Data refers to Tata Power Standalone only

* Data relates to MSMEs.

** Tata Power is one of India's largest integrated power companies present at multiple locations across the country. The enterprise resource planning structure does not differentiate sourcing from within or outside a particular area/district/locality. Tata Power stands by its responsibility towards upliftment of the society/ communities in and around its operating environment. The workforce deployed in various Tata Power Generating plants include a noteworthy proportion of local youth as a mandate. Tata Power is committed to local sourcing across the value chain.

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):**

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| Not Applicable | |

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

| S. No | State | Aspirational District | Amount spent (In ₹) |
|-------|----------------|-----------------------|---------------------|
| 1 | Andhra Pradesh | Kadapa | 28,00,000 |
| 2 | Bihar | Muzaffarpur | 80,00,000 |
| 3 | Bihar | Gaya | 6,91,244 |
| 4 | Uttar Pradesh | Bahraich | |
| 5 | Odisha | Balangir | 1,37,37,470 |
| 6 | Odisha | Kalahandi | |
| 7 | Odisha | Korapat | 1,20,00,000 |
| 8 | Odisha | Gajapati | |
| 9 | Odisha | Kandhamal | |
| 10 | Odisha | Dhenkanal | 31,56,000 |

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

Yes. Tata Power has policies and guidelines in place for vendor enlistment and ordering to encourage and provide growth opportunities to entrepreneurs among the marginalized /vulnerable groups or communities. Tata Power is committed to help people from SC/ST background either by promoting them to become entrepreneurs or by engaging workforce from SC/ST community under contracts. It is part of the General Terms and Conditions which are shared with all prospective BA's.

- (b) **From which marginalized /vulnerable groups do you procure?**

Tata Power is committed to help people from SC/ST background either by promoting them to become entrepreneurs or by engaging workforce from SC/ST community under contracts.

- (c) **What percentage of total procurement (by value) does it constitute?**

0.6% (₹ 20.32 crore) of total indigenous procurement is done from Affirmative Action Business Associates.

Tata Power has policies and guidelines in place for vendor enlistment and ordering to encourage and provide growth opportunities to entrepreneurs among the marginalized /vulnerable groups or communities. Tata Power Affirmative Action's Policy emphasis on empowering and encouraging socioeconomically derived communities for entrepreneurship and quality-based inclusion in supply chain. Tata Power is committed to help people from SC/ST background either by promoting them to become entrepreneurs or by engaging workforce from SC/ST community under contracts. Tata Power on merit basis considers incentives in payment for contractors engaging more than 30% of total deployment from the SC/ST community. In order to motivate entrepreneurs from this community, Tata Power considers preferential treatment in commercial parameters if the Company is owned by a person from SC/ST community having minimum 50% holding in the Company. This motivates the community to be a part of business ecosystem.

Business Responsibility and Sustainability Report

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:

| S. No. | Intellectual Property based on traditional knowledge | Owned / Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating Benefit share |
|--------|--|---------------------------|---------------------------|------------------------------------|
| 1 | Nil | Nil | Nil | Nil |

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.

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

6. Details of Beneficiaries of CSR projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|--------|-------------------------------------|---|---|
| 1 | E-Vidya | 9,38,150 | 6 |
| 2 | Adhikaar (Empowering for Inclusion) | 6,46,724 | |
| 3 | Roshni | 39,156 | 2.50 |
| 4 | Anokha Dhaaga | 26,170 | 3 |
| 5 | Stakeholder Engagement | 20,66,363 | 4 |

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

| Mechanism | Conventional Generation | Renewables | Home Automation | Transmission and Distribution |
|----------------------------------|---|---|---|--|
| Customer Care | Relationship Managers | Dedicated 9 seater Call center - Working Hours 365 Days - 8 AM to 8PM Feedback Ratings obtained from customers after closure of each service Interventions | Call Center with dedicated Customer Service Desk. TAT tracked (FY23 = 32 hrs on Target of 44hrs) | Key Account Managers 24X7 Call Centres Customer Care Centres Field offices Post transactional feedback sought across touch points on closure Capturing feedback through Happy Calling SMS based feedback taken from customer |
| Website | https://www.tatapower.com/businesses/conventional-generation.aspx | https://www.tatapower.com/businesses/renewables.aspx with escalation matrix | https://www.tatapower.com/ezhome/ | https://tdservices.tatapower.com/ Customer Chat bot – Roshni (TPDDL), TINA (Mumbai) |
| Consumer App | NA | Tata Power EZ Charge App Tata Power Solar Tata Power Solarroof | Tata Power EZ HOME Mobile App | TPCODL: TPCODL Mitra app TPNODL, TPWODL, TPSODL : My Tata Power Consumer App Mumbai: Tata Power Mumbai App Delhi: TPDDL Samvaad |
| Phone Number | 1800-209-5161 | Renewables - Tel +91 22 67171622 EZ Charge - 1800 209 5161 Solarroof – 1800 209 5161 | SMS: "EZHOME" to 56677 WhatsApp: "Hi" to +91 8886659442 Toll Free: 1800-2-12345. | SMS Pull Services Tata Power Mumbai: 9223170707, toll-free: 19123, Whatsapp: 7045116237 TPDDL: Toll Free: 19124 / 1800-208-9124 TPDDL: 7303482071 TPCODL: 1912/1800-345-7122 TPWODL: 1800 3456 798 TPSODL: 1800-345-6797 / 1912 TPNODL: 1800-345-6718 |
| E-mail | NA | Renewables - renewables@tatapower.com EZ Charge - evchargercare@tatapower.com | EZ Home - ezhomesales@tatapower.com | Tata Power Mumbai: customercare@tatapower.com TPCODL: customercare@tpcentralodisha.com TPSODL: customercare@tpsouthernodisha.com TPNODL: customercare@tpnodl.com TPWODL: consumercare@tpwesternodisha.com |
| Social Media and other platforms | Twitter, Facebook, WhatsApp, Instagram, LinkedIn, Letters, Microsoft Kaizala (Tata Power Mumbai) | | | |
| Customer Feedback | Annual Customer Satisfaction survey by 3 rd party | | | |

Business Responsibility and Sustainability Report

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

| | As a percentage of total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | |
| Safe and responsible usage | Not Applicable |
| Recycling and/or safe disposal | |

3. Number of consumer complaints in respect of the following:

| | FY23 | | Remarks | FY22* | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---|--------------------------|-----------------------------------|---|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | Nil | Nil | - | Nil | Nil | - |
| Advertising | Nil | Nil | - | Nil | Nil | - |
| Cyber-security | Nil | Nil | - | Nil | Nil | - |
| Delivery of essential services | 13,81,175 | 3,671 | These include both commercial and technical complaints along Fire and Safety Complaints resolved within Service-Level Agreement (SLA) | 2,79,624 | 5,238 | These include both commercial and technical complaints along Fire and Safety Complaints resolved within Service-Level Agreement (SLA) |
| Restrictive Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Unfair Trade Practices | Nil | Nil | - | Nil | Nil | - |
| Other | 353 | Nil | NA | 63 | Nil | NA |

*Odisha Discoms have been recently been acquired and the processes for reporting the data are being established.

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | | |
| Forced recalls | Nil | NA |

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes, the Company has Cyber Security framework and policy and the same is available at the following link:

<https://www.tatapower.com/pdf/aboutus/information-security-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.

No issues on any delivery issues pertaining to cyber security. We ensure to reply to the regulators for any information as required by regulators.

Leadership Indicators

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

| Mechanism | Conventional Generation | Renewables | Home Automation | Transmission and Distribution |
|----------------------------------|---|---|--|---|
| Customer Care | Relationship Managers | Dedicated 9 seater Call center -Working Hours 365 Days - 8AM to 8PM Feedback Ratings obtained from customers after closure of each service Interventions | Call Center with dedicated Customer Service Desk. TAT tracked (FY23 = 32 hrs on Target of 44hrs) | Key Account Managers 24X7 Call Centres Customer Care Centres Field offices Post transactional feedback sought across touch points on closure Capturing feedback through Happy Calling SMS based feedback taken from customer |
| Website | https://www.tatapower.com/businesses/conventional-generation.aspx | https://www.tatapower.com/businesses/renewables.aspx with escalation matrix | https://www.tatapower.com/ezhome/ | https://tdservices.tatapower.com/ Customer Chat bot – Roshni (TPDDL), TINA (Mumbai) |
| Consumer App | NA | Tata Power EZ Charge App Tata Power Solar Tata Power Solarroof | Tata Power EZ HOME Mobile App | TPCODL: TPCODL Mitra app TPNODL, TPWODL, TPSODL : My Tata Power Consumer App Mumbai: Tata Power Mumbai App Delhi: TPDDL Samvaad |
| Phone Number | 1800-209-5161 | Renewables - Tel +91 22 67171622 EZ Charge - 1800 209 5161 Solarroof – 1800 209 5161 | SMS: "EZHOME" to 56677 WhatsApp: "Hi" to +91 8886659442 Toll Free: 1800-2-12345. | SMS Pull Services Tata Power Mumbai: 9223170707, Toll Free: 19123, Whatsapp: 7045116237 TPDDL: Toll Free: 19124 / 1800-208-9124 TPDDL: 7303482071 TPCODL: 1912/1800-345-7122 TPWODL: 1800 3456 798 TPSODL: 1800-345-6797 / 1912 TPNODL: 1800-345-6718 |
| E-mail | NA | Renewables - renewables@tatapower.com EZ Charge - evchargercare@tatapower.com | EZ Home - ezhomesales@tatapower.com | Tata Power Mumbai: customercare@tatapower.com TPCODL: customercare@tpcentralodisha.com TPSODL: customercare@tpsouthernodisha.com TPNODL: customercare@tpnodl.com TPWODL: consumercare@tpwesternodisha.com |
| Social Media and other platforms | Twitter, Facebook, WhatsApp, Instagram, LinkedIn, Letters, Microsoft Kaizala (Tata Power Mumbai) | | | |

Business Responsibility and Sustainability Report

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

| Home Automation | Mumbai Distribution | TPADL | TPCODL* | TPWODL* | TPNODL* | TPSODL* | TPDDL |
|--|--|--|--|---|---|---|---|
| Our Technical Videos (used for Product Installation) takes care of safety precautions while installing products and Product manual contain Safety Precautions and Correct wiring diagram while using products. Technical Videos are available on Youtube, Website and E-commerce platform | Awareness on social media platforms like Facebook, Twitter, LinkedIn, Instagram, Microsoft Kaizala Energy calculator on customer portal - www.cp.tatapower.com Various polls/quizzes through special drives marking Fire Service Week, National Safety Day, Energy Conservation Day, etc Through consumer connects during MILAN, Jan Jagruti sessions. Enerji Conservation Awareness sessions in schools through Enerji Club. | Jan Jagruti Abhiyan Advertisement on FM Radio Cable Operators meet Electrical Safety Week Awareness | Deployment of Surakhsha Sachetan Rath (LED Mobile vans) for public safety awareness covering more than 200 villages under model GPs Nukkad Natak conducted for public safety awareness by engaging NGOs Distributed Pamphlets on Dos and Don'ts on public safety awareness during various local festivals. Wall painting on public safety awareness message done on boundary walls Vinyl stickers on public safety pasted on vehicles for public safety awareness. | Safety awareness campaign through Gram Panchayat meets. Sharing Email to consumer on their registered Email ID through E-Care desk. Transformer Fencing | LED Van Video Display at villages to aware local public regarding electrical safety. Public awareness sessions in gram panchayats, villages and also for Self Help Group members. Demonstration on Fire extinguisher and electrical safety at schools and colleges. | Customer Connect Camps Awareness campaigns through social media platforms like TWITTER, Instagram, Facebook and Linked-in Advertisement through Mobile Van, Road shows, Digital display in Big Screens at Key square points | Conducting Safety awareness sessions in VT Centres and Government Schools. Safety awareness for General Public in JJ Clusters, through FM Radio, Resident Welfare Association (RWA) meetings. PISA (Public Installation Safety Audits) There are leakage checking drives across TPDDL every year during monsoon. This includes leakage checking of electrical poles, sub-station fencing, ATMs and Streetlight installations, etc. |

***Odisha Discoms** - Elephant Corridor: A 24x7 Elephant Care Control Room has been set-up at Central Power Systems Control Centre (CPSCC), Bhubaneswar for appropriate response on getting the information of elephant movement through the forest department. Additional precautions are also being undertaken for ensuring the safe movement of elephants by periodic patrolling at elephant corridors with 'Elephant Movement Sensors' and with the help of forest department to prevent animal poaching through illegal hooking.

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

| Home Automation | Mumbai Distribution | TPADL | TPCODL | TPWODL | TPNODL | TPSODL | TPDDL |
|---|---|---|--|--|--|---|--|
| We have Unique Toll Free Number (1800-2-12345), Interactive Chat Bot (WhatsApp No 8886659442) and Web Site. Information about disruption can be updated on these system. | SMS communication to consumers. Shutdown notice to societies in case of planned maintenance. | Planned shutdown are shared through local newspaper | SMS or automated voice response or call through call centre, informing customer about possible discontinuation of service on non-payment of bill Assessment and booking for any energy theft and communicating the same to consumers/ public through Physical visits. | SMS or automated voice response or call through call centre, informing customer about possible disruption/ discontinuation of service on non-payment of bill. Assessment and booking for any energy theft and communicating the same to consumers/ public through Physical visits. Announcement of disconnection on nonpayment through Mobile Vans. Planned Outages prior announcement through SMS and mobile Vans. | Planned outage information through official website, SMS to consumers through Urja Mitra and WhatsApp information to KCG consumers Mike announcement in advance (1-2 days in prior) through mobile vehicles in areas to be affected during planned outages Disconnection notices for unpaid amounts and theft booking cases. | Mike announcement at local level Information at Contact Center Schedule Power Outrage info in the web site SMS alert [its partially available in 1 out of 6 Circle] | Planned shutdown and disruptions are shared through SMS Website - Please enter your Customer Account number to view details of all Current and Scheduled Outages for the next 2 days. |

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

No products are being sold in Discoms. Hence, the product information required to be provided over and above what is mandated as per local laws is not applicable.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No)

Yes, the details of the survey are as follows:

| Home Automation | Mumbai Distribution | TPADL | TPCODL | TPWODL | TPNODL | TPSODL | TPDDL |
|--|--|---|--|---|--|--|---|
| <p>We provide serial no, wiring diagram as additional information.</p> <p>We carry out survey regard to Customer Satisfaction related to major products.</p> <p>There are various categories through Customer satisfaction is tracked like Happy Calling, E commerce rating, Channel Partner Rating and Mobile application Ratings on a scale of 5.</p> <p>Happy Calling - 4.05 E-commerce rating- 3.85 CP rating - 4.23 Application Rating IOS Rating - 4.3 Android rating- 4.9 Overall : 4.266</p> | <p>Customer Satisfaction Survey (CSAT) carried out in FY22 (CSAT rating of 99% achieved)</p> | <p>Yearly Customer satisfaction survey carried out.</p> | <p>Yearly Customer satisfaction survey carried out.</p> <p>In order to provide customers with all the information they need on New Connection, Regulation, Safety Tips, Energy Conservation Advice, etc., we have built a 24x7 call centre, 14 customer care centres, website, mobile application, social media, and all of the field offices.</p> | <p>In order to provide customers with all the information they need on New Connection, Regulation, Safety Tips, Energy Conservation Advice, etc., we have built a 24x7 call centre, 14 customer care centre, website, mobile application, 24*7 social media desk and Fuse call centres.</p> <p>Third party CSAT score of 96%.</p> | <p>Consumer feedbacks are captured through various platforms and forums -</p> <p>JAGRUTHI– Consumers interactive sessions</p> <p>VARTHALAAP– Live interactive sessions with Social media Opinion makers</p> <p>SAMBANDH– Consumer Connect @ Customer Care Centre</p> <p>Walk in Feedback– Written feedback in register at customer care centre for the walk in consumers</p> <p>Positive feedback/ satisfied score is at 83.29%.</p> <p>3rd Party Agency has already taken been on board to conduct CSAT Surveys (Consumer Satisfaction Survey) and will be commenced from Q-3 FY24.</p> | <p>Service details are available in website: www.tpsouthernodisha.com</p> <p>CSAT survey for HT and EHT consumer have been done by external agency in FY 23 for the entire entity.</p> | <p>The surveys are carried out annually for the entity as a whole</p> |

5. **Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil

Independent Assurance Statement

Deloitte Haskins & Sells LLP

Chartered Accountants
One International Center
Tower 3, 27th-32nd Floor
Senapati Bapat Marg
Elphinstone Road (West)
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Maharashtra, India

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Independent Limited Assurance Report on Sustainability Disclosures in the Integrated Annual Report of The Tata Power Company Limited for the Financial Year Ended March 31, 2023

To the Board of Directors of The Tata Power Company Limited

Deloitte Haskins & Sells LLP was engaged by the management of The Tata Power Company Limited (the "Company") to provide independent limited assurance on sustainability information including information in Business Responsibility and Sustainability Report (the "BRSR") together referred to as Sustainability Disclosures made with reference to the GRI Sustainability Reporting Standards, issued by the Global Reporting Initiative (the "GRI Standards") (herein the "GRI Standards Disclosures") and Guidance note for Business Responsibility & Sustainability Report format ("the Guidance Note") (the "Criteria"), in its Integrated Annual Report (the "Report") for the year ended March 31, 2023 as detailed in paragraph 3 - Subject Matter.

1. Responsibility of the Management

The Company's management is responsible for content and presentation of the Sustainability Disclosures in the Report, engagement with stakeholders, identification and presentation of information including the responsibility for establishing and maintaining relevant and appropriate performance management systems and internal control framework to facilitate collection, calculation, aggregation and validation of the data with respect to the management's basis of preparation with reference to GRI Standards Disclosures and the Guidance Note, included in the Report and preparation of the Report that is free from material misstatement, whether due to fraud or error.

2. Reporting Boundary

As represented by management, the reporting boundary of the Sustainability Disclosures in the Report covers the Company and its subsidiaries. Further, management has also represented that certain Sustainability Disclosures are limited to include specific subsidiaries based on their operations.

Our scope is limited to the Company, and its subsidiaries as mentioned in the below Subject Matter paragraph.

3. Subject Matter

We are required to provide limited assurance on Sustainability Disclosures specific to the period from April 1, 2022 to March 31, 2023 in accordance with the Criteria. The subject matter and scope of limited assurance covers the review and verification of Sustainability Disclosures per select GRI Standards Disclosures and the Guidance Note on sample basis at select locations of the Company / its subsidiaries as specified below:



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(LLP Identification No. AAB-8737)

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| GRI Standards Disclosures | Indicator number as per GRI Standards | Companies (with location names) covered in the Report on sample basis as applicable |
|---------------------------------|---------------------------------------|--|
| General Disclosures | 2-1 to 2-3, 2-5 | The Tata Power Company Limited |
| General Disclosures - Employees | 2-7 | The Tata Power Company Limited, Tata Power Delhi Distribution Limited and TP Southern Odisha Distribution Limited |
| Material Topics | 3-1 to 3-3 | The Tata Power Company Limited |
| Procurement Practices | 204-1 | The Tata Power Company Limited |
| Materials | 301-1 | The Tata Power Company Limited (Thermal Power plant at Mundra, Gujarat and Jojobera, Jharkhand and Hydro Power Plant Bhira, Maharashtra) |
| Energy | 302-1, 302-3 | |
| Water and Effluents | 303-3, 303-4, 303-5 | |
| Emissions | 305-1 to 305-4, 305-7 | |
| | | Tata Power Renewable Energy Limited (Solar Power Plant at Dholera, Gujarat) |
| | | Tata Power Renewable Energy Limited (Wind Power Plant at Dalot Rajasthan) |
| | | Walwan Wind RJ Limited (Wind Power Plant at Pratapgarh Rajasthan) |
| | | Walwan Energy RJ Limited (Wind Power Plant at Dangri, Rajasthan) |
| Effluents and Waste | 306-3, 306-4, 306-5 | The Tata Power Company Limited (Thermal Power plant at Mundra, Gujarat and Jojobera, Jharkhand and Hydro Power Plant Bhira, Maharashtra) |
| Biodiversity | 304-1, 304-2, 304-3 | The Tata Power Company Limited (Thermal Power plant at Mundra, Gujarat) |
| Employment | 401-1 | The Tata Power Company Limited, Tata Power Delhi Distribution Limited and TP Southern Odisha Distribution Limited |
| Labor / Management Relations | 402-1 | |
| Training and Education | 404-1 | |
| Occupational Health and Safety | 403-9 | |
| Diversity and Equal Opportunity | 405-2 | The Tata Power Company Limited |



Independent Assurance Statement

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| BRSR Section | Disclosure Number/ Essential Indicator | Companies (with location names) covered in the Report on sample basis as applicable |
|--|---|---|
| Section A - General Disclosures | 18 | The Tata Power Company Limited Tata Power Delhi Distribution Limited TP Southern Odisha Distribution Limited (disclosures covered for Employees) |
| Section C - Principle wise Performance Disclosure | | |
| 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable | 1 | The Tata Power Company Limited |
| 2 - Businesses should provide goods and services in a manner that is sustainable and safe | 1 | The Tata Power Company Limited, The Tata Power Renewable Energy Limited |
| 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains | 1,2,5,6,7,8,9 | The Tata Power Company Limited, Tata Power Delhi Distribution Limited, TP Southern Odisha Distribution Limited (disclosures covered for Employees) |
| 4 - Businesses should respect the interests of and be responsive to all its stakeholders | 2 | The Tata Power Company Limited |
| 5 - Businesses should respect and promote human rights | 1,2,3 | The Tata Power Company Limited, Tata Power Delhi Distribution Limited, TP Southern Odisha Distribution Limited (disclosures covered for Employees) |
| 6 - Businesses should respect and make efforts to protect and restore the environment | 2 | The Tata Power Company Limited (Thermal Power plant at Jojobera, Jharkhand) |
| 8 - Businesses should promote inclusive growth and equitable development | 2,4 | The Tata Power Company Limited |
| 9 - Businesses should engage with and provide value to their consumers in a responsible manner | 3 | The Tata Power Company Limited, TP Southern Odisha Distribution Limited |



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4. Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities

5. Our Independence, Ethical Requirements and Quality Control

Our team comprising multidisciplinary professional, have complied with independence policies of Deloitte Haskins and Sells LLP, which address the requirements of the International Federation of Accountants (the "IFAC") Code of Ethics for Professional Accountants in the role as independent auditors. We have complied with the relevant applicable requirements of the International Standard on Quality Control ("ISQC") 1, Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements.

We also confirm that we have maintained our independence in the Report and there were no events or prohibited services related to the Assurance Engagement which could impair our independence.

6. Our Responsibility

Our responsibility is to express a limited assurance conclusion on Sustainability Disclosures in the Report as described in the subject matter, based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance in accordance with International Standard on Assurance Engagement ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000") issued by the IFAC. This standard requires us to comply with ethical requirements and to plan and perform our limited assurance engagement to obtain sufficient appropriate evidence about whether the Sustainability Disclosures are free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the sustainability information, assessing the risks of material misstatement of the Sustainability Disclosures as detailed in paragraph 3 - Subject Matter whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Sustainability Disclosures as detailed in paragraph 3 - Subject Matter.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Interviewed key personnel including senior executives at respective plant locations of the Company / its subsidiaries in the Subject Matter paragraph and at the corporate office of the Company to understand the systems and processes in place for capturing sustainability performance data during the reporting period;
- Tested data, reviewed records and relevant documentation submitted by the Company of its locations and of its subsidiaries as mentioned in Subject Matter paragraph as applicable, to arrive at the data presented in their Report; and



Independent Assurance Statement

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- Analysed and reviewed key data management systems, processes, procedures relating to collation, aggregation, validation and reporting of the Sustainability Disclosures for the locations as mentioned subject matter paragraph on a sample basis.

We have relied on the information, documents, records and explanations provided by the Company for the purpose of our review.

The procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Sustainability Disclosures in the Report have been presented, in all material respects, in accordance with the Criteria.

Further, a limited assurance engagement does not constitute an audit or review of any of the underlying information in accordance with International Standards on Auditing or International Standards on Review Engagements and accordingly, we do not express an audit opinion or review conclusion.

7. Our Conclusion

The procedures we have performed and the documents and records that were made available to us and the information and explanations provided to us by the Company in connection to the review of the Sustainability Disclosures as set out in the Subject Matter paragraph and disclosed in the Integrated Annual Report for the year ended March 31, 2023, provide an appropriate basis for our conclusion.

Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Disclosures set out in the Subject Matter paragraph for the year ended March 31, 2023, are not prepared, in all material respects, in accordance with the Criteria.

8. Other Matters

Our assurance scope excludes subsidiaries/ locations of the Company other than those mentioned in the Subject Matter paragraph. It excludes aspects of the Report and the data/information (qualitative or quantitative) other than those mentioned in the Subject Matter paragraph. Our report does not extend to any disclosures or assertions relating to future performance plans and/or strategies disclosed in the reports. The maintenance and integrity of the Company's website is the responsibility of its management. Our procedures did not involve consideration of these matters and, accordingly we accept no responsibility for any changes to either the information on the website, the reports or our independent assurance report that may have occurred since the initial date of presentation.



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Our work has been undertaken to enable us to express a limited assurance conclusion on the Sustainability Disclosures as stated in subject matter paragraph, to the management of the Company in accordance with the terms of our engagement, and for no other purpose. We do not accept or assume liability to any party other than the Company, for our work, for this Integrated Annual Report, or for the conclusion we have reached.



Place: Mumbai
Date: May 25, 2023

For **DELOITTE HASKINS & SELLS LLP**
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 23111850BHAMMN6878