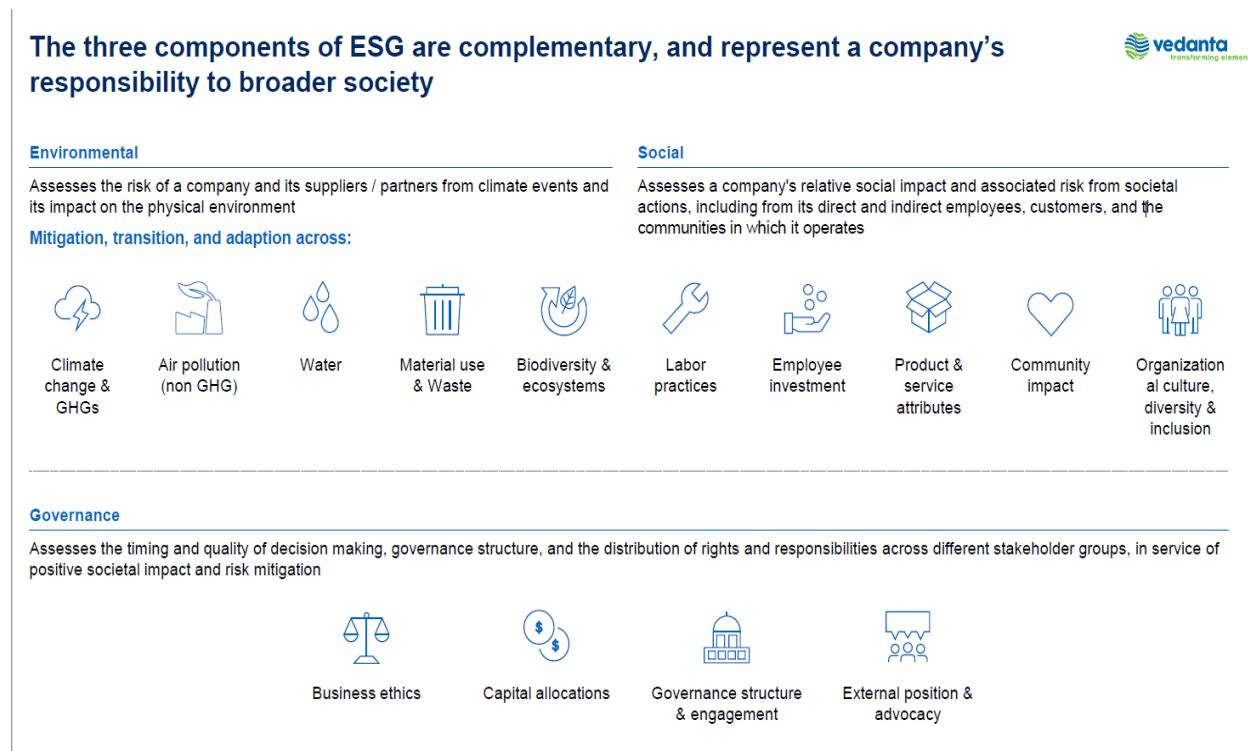


Our business is now moving towards incorporating the larger ESG vision into its key business practices and we are proposing major changes at board level to ensure commitment from the highest level. Evaluating the risks and mitigative actions are core responsibilities of our business strategy.

Our ESG mantra is: **“Focus on social, be practical on environment and leader on governance”**



Our core beliefs on ESG

1. Society, regulators, customers and investors have higher ESG expectations of companies than ever before your ‘license to operate’ will increasingly be dependent on your ability to continually meet these expectations, today and in the future.
2. The companies that are leaders in their sectors leverage multiple sources of value creation through ESG i.e. ESG is both for purpose AND for profit.
3. ESG transformation is hard requiring substantial commitment from the very top (not just a ‘reporting’ activity) and focused execution focusing on embedding ESG into the DNA of the organisation needed to make change stick

Under our ESG Transformation Journey which we have recently embarked, we have taken up several projects which will help us in improving our overall ESG performance in accordance to our ESG beliefs.

We have constituted one ESG Task Force at our sector level – at the center of which are our ‘communities’. As we move forward on this journey, it is our communities that will drive the change. These communities will serve as a medium to share best practices and recognize outstanding contributions. The sector communities, under the leadership of our ESG and sustainability heads, will identify, prioritize, and execute initiatives that make us an organization that’s looked up to for its sustainability practices. Please go through the attached document to see your role in this new structure. We will be communicating the progress frequently as we go forward on this journey.