



CRAFTING TOMORROW, TODAY:

Storage, Stability, Sustainability

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Storage, Stability, Sustainability

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A stylized illustration of a landscape. The background is a solid blue color. In the upper right, a white dashed line curves from the top edge towards the center. Below it is a light blue cloud. In the lower right, there is a grey dam structure with a blue waterfall cascading into a blue river. In the foreground, there are two green trees with brown trunks on a green hill. Another light blue cloud is visible in the middle right. The text is overlaid on the left side of the image.

Crafting Tomorrow, Today:

Storage, Stability,
Sustainability

This theme embodies Greenko's commitment to shaping a sustainable future through crafting innovative energy solutions. The three pillars - Storage, Stability and Sustainability - represent the company's focus on harnessing renewable energy, ensuring grid resilience and promoting eco-friendly practices. By integrating these elements, Greenko paves the way for a cleaner, more reliable and sustainable energy ecosystem, empowering a brighter tomorrow.



About the Report

Approach to Reporting



Greenko's Sixth Integrated Report marks a milestone in its sustainability journey, showcasing the company's transition from a renewable energy developer to a provider of comprehensive solutions for energy transition. In this report, Greenko delineates its mission approach to improve performance on sustainability focus areas—setting targets that guide progress toward sustainable development. Our reporting and disclosure practices provide insights into our environmental and social impacts. By communicating achievements and challenges, we promote accountability and transparency, strengthening stakeholder trust and driving value creation.

The report follows the IIRC's multi-capital framework, providing a narrative of value creation and sustainable growth. By adhering to GRI Standards and international practices, Greenko underscores its commitment to transparency and creating long-term value for all stakeholders.

Frameworks, Guidelines and Standards

- International Integrated Reporting Council (IIRC)
- Global Reporting Initiative (GRI) Standards
- Contribution to United Nations Sustainable Development Goals (UNSDGs)

Reporting Boundary and Scope

- Corporate and Regional Offices
- Operational Assets
- Projects under construction

Reporting Period

Financial Year

- 2022-23 (1st April 2022 to 31st March 2023)
- 2023-24 (1st April 2023 to 31st March 2024)

Responsibility Statement

Greenko's Board and management acknowledge their collective responsibility for the integrity of the information in this report. They confirm that the contents have been presented in a fair, transparent, and balanced manner.

Restatement of Information

In adherence to consistent and transparent communication, this report maintains the established format and key performance indicators (KPIs) utilized in previous reports. This continuity allows for year-over-year comparisons and facilitates a clear understanding of the progress made. During the reporting period, GHG Emissions have been restated and the necessary reasoning has been provided in the respective sections.

Forward-looking Statements

Certain elements of this report contain forward-looking statements, identified by terms such as 'believes', 'expects', 'may', 'will', 'could', 'should', 'intends', 'estimates', 'plans', 'assumes', and 'anticipates', or their negatives. These statements are subject to risks and opportunities beyond the Company's control and are based on current beliefs and assumptions about future events. Actual results may differ materially from expected outcomes. With various risks and opportunities, no assurance can be provided that future results will align with those implied in this report.

Access to the report and feedback

This report is available for download in English on Greenko's official website: <https://greenkogroup.com/>. Greenko is committed to continuous improvement in sustainability practices. Comments and suggestions are important to the company. If you have any questions or feedback regarding the company's sustainability disclosures and performance, please contact sustainability@greenkogroup.com.







Greenko at a Glance

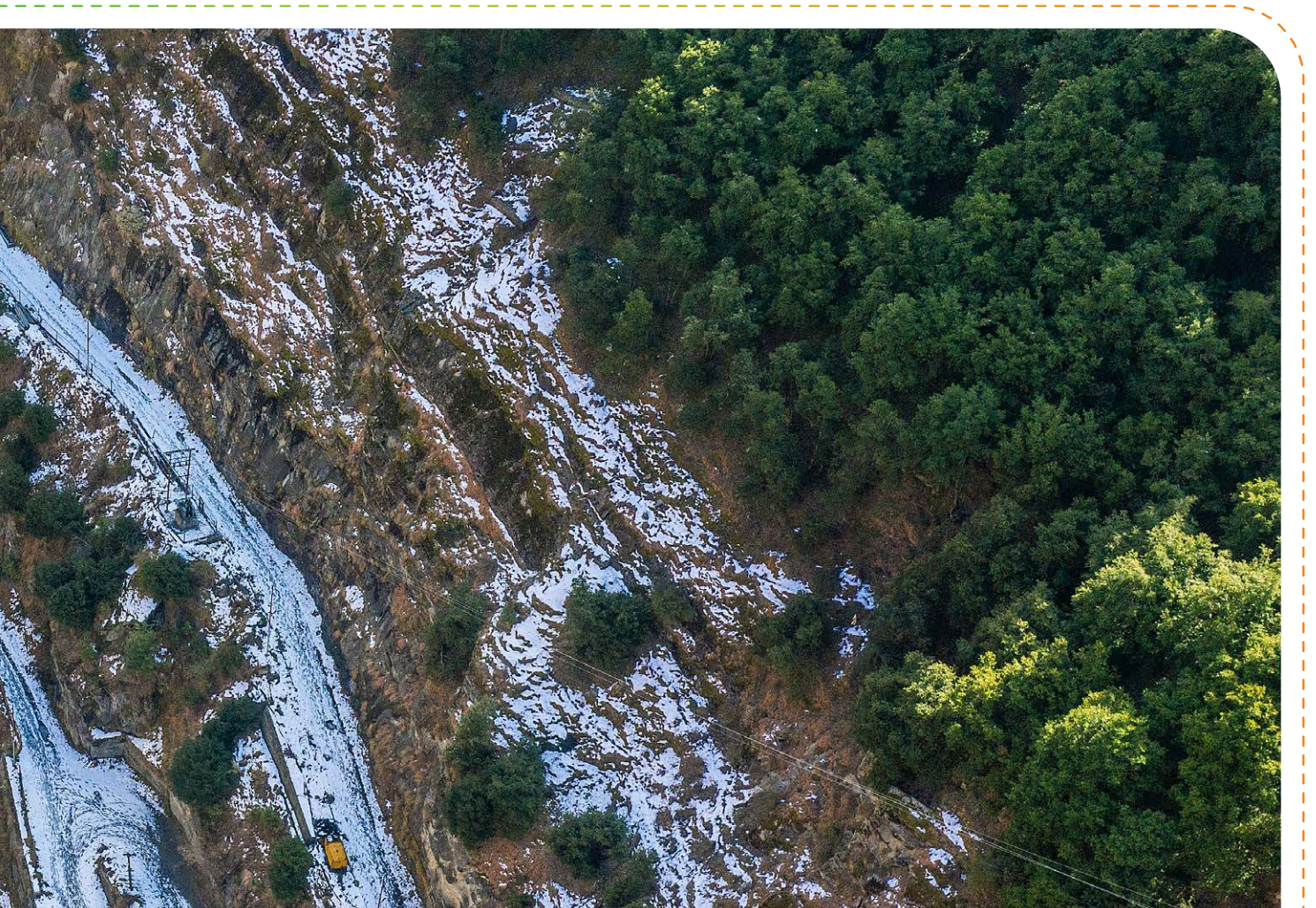
About the Company

Greenko, a privately owned Indian company headquartered in Hyderabad, is a pioneer in the clean energy sector. Greenko is leading the way in transforming renewable energy into a reliable power source through its innovative long-duration storage solutions and intelligent energy platforms. With over 10 GW of near term operational capacity, the company generated 11,619.97 MU of renewable energy during FY 2023-24, solidifying its position as a global leader in decarbonisation, with a strong emphasis on energy storage. Beyond its technological advancements, Greenko is committed to environmental stewardship, focusing on GHG reduction, climate change risk management, nature conservation, and circular economy practices to promote a sustainable future.



Greenko is developing the world's largest energy storage cloud platform, which, when combined with its renewable energy generation and storage systems, will facilitate "RE-Electrification" and industrial decarbonisation, aiding in the transition to a low-carbon economy. Greenko's storage network, working alongside the intelligent platform, will track and match demand and supply patterns, using allocation algorithms to stabilize the grid and ensure a more reliable and sustainable energy future.

Greenko's innovations are driving India's shift towards a low-carbon, cost-effective energy mix. To further accelerate this transition, Greenko and its energy partners plan to invest USD 20 billion over the next 3-5 years. This ambitious investment builds on the company's existing commitment, having already invested USD 8.1 billion in clean energy assets within India since its inception.



▲ Greenko Budhil Hydro Power Pvt. Ltd, Himachal Pradesh

Greenko's Asset Portfolio

Greenko's RE Assets

Greenko has a robust national presence with 139 assets spread across 15 Indian states. This extensive portfolio encompasses operational projects delivering clean energy, representing Greenko's commitment to long-term growth. In FY 2023-24, Greenko's operational assets – solar, hydro, and wind – generated a significant 11,619.97 MU of gross energy. This impressive figure underscores Greenko's role as a primary driver in India's clean energy transition.



Solar

Contribution in total power generation	Operations Across	Operating Capacity (MW)	Invertor installed (Nos.)
FY 2022-23: 27.51% FY 2023-24: 27.35%	9 states	1538.74	3409
No. of Solar Sites	Transmission Lines (in Km)	Solar Modules (in Nos.)	Revenue (in USD Mn)
55	248	6.7 million	FY 2022-23: 200.21 FY 2023-24: 207.50



Wind

Contribution in total power generation	Operations Across	Operating Capacity (MW)	No of wind farms
FY 2022-23: 56.55% FY 2023-24: 56.93%	7 states	3145.5	57
Transmission Lines (in Km)	Turbines (in Nos.)	Revenue (in USD Mn)	
4396	2179	FY 2022-23: 367.30 FY 2023-24: 399.34	

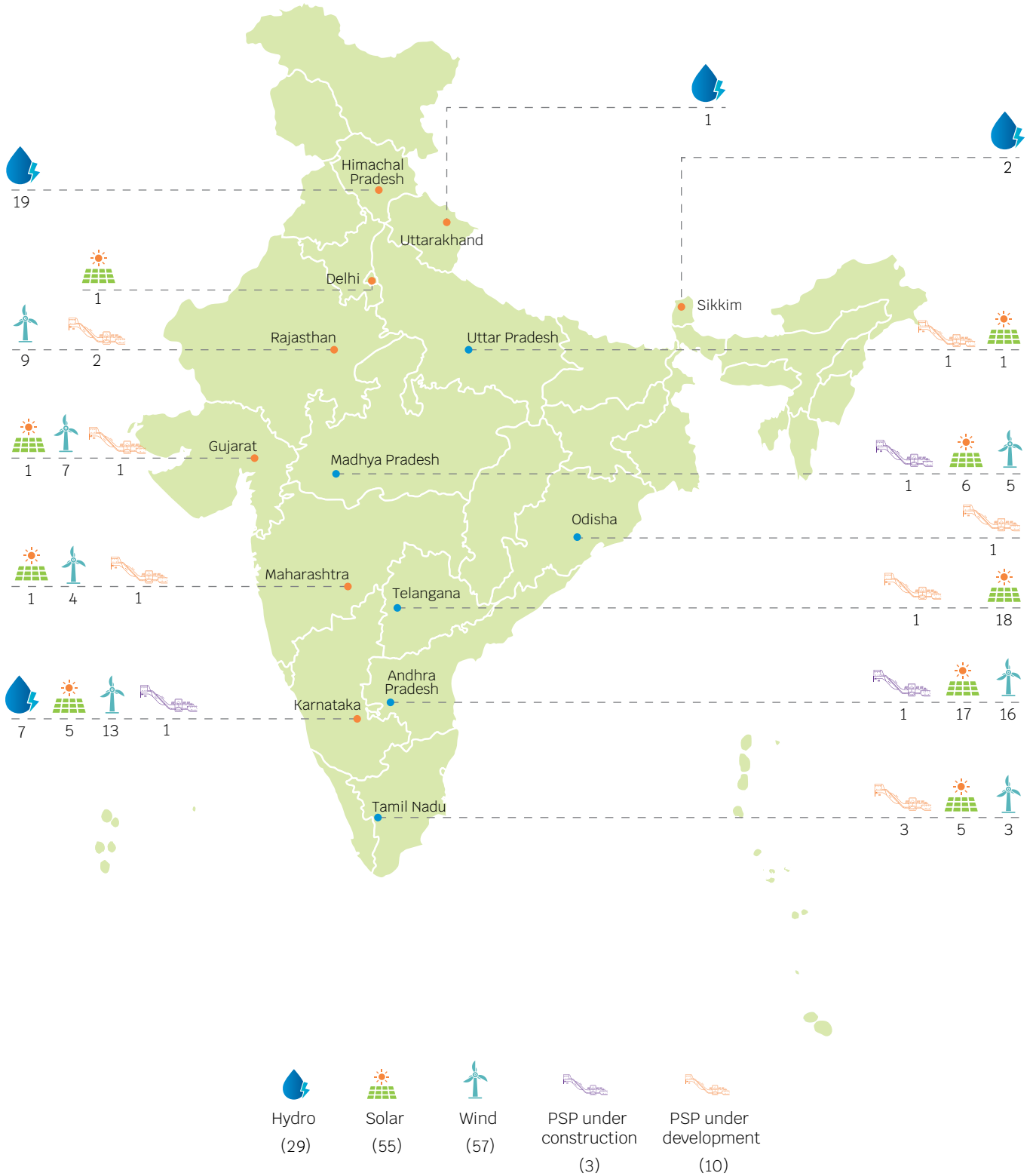


Hydro

Contribution in total power generation*	Operations Across	Operating Capacity (MW)	No. of Hydro Sites
FY 2022-23: 15.94% FY 2023-24: 15.72%	4 states	750.50	29
Transmission Lines (in Km)	Turbines (in Nos.)	Revenue (in USD Mn) *	
295.3	73	FY 2022-23: 119.67 FY 2023-24: 87.70	

*Generation and Revenue details of one newly acquired small hydro asset in not included as the acquisition happened in the last quarter of FY 24.

Strategically Located Asset Portfolio



Greenko's Storage Assets

Greenko is at the forefront of developing large-scale and long duration energy storage solutions across India. The company's portfolio includes multiple storage projects with a combined capacity to deliver 100 GWh, strategically distributed across different states. These projects will play a crucial role in stabilizing the grid and enabling greater integration of renewable energy sources. Furthermore, Greenko's partnerships with NTPC, Hindalco, Arcelor Mittal, Serentica, Aditya Birla, Gentari and Ayana Power have strengthened these initiatives.

State	Capacity in GW	Status	Capacity (in MW) & No. of Turbine	Transmission Lines (in Km)
 Andhra Pradesh	1.68	Construction completed. Trial runs in progress.	Total – 8 6 each of 240 MW 2 each of 120 MW	26
 Madhya Pradesh	1.92	Under Construction	Total – 9 7 each of 240 MW 2 each of 120 MW	79
 Karnataka	1.60	Under Construction	Total – 6 4 each of 320 MW 2 each of 160 MW	140
 Rajasthan	4.36	Under Development	Total – 7 5 each of 300 MW 2 each of 150 MW	75
			Total – 9 7 each of 320 MW 2 each of 160 MW	48
 Uttar Pradesh	3.66	Under Development	Total – 13 11 each of 305 MW 2 each of 152.5 MW	105
 Maharashtra	2.00	Under Development	Total – 7 5 each of 334 MW 2 each of 165 MW	70
 Odisha	1.20	Under Development	Total – 5 3 each of 300 MW 2 each of 150 MW	4
 Telangana	0.75	Under Development	Total – 3 2 each of 300 MW 1 of 150 MW	59
 Gujarat	1.60	Under Development	Total – 6 4 each of 320 MW 2 each of 160 MW	109
 Tamil Nadu	3.33	Under Development	Total – 5 3 each of 300 MW 2 each of 150 MW	50
			Total – 5 3 each of 250 MW 2 each of 125 MW	50
			Total – 5 3 each of 275 MW 2 each of 137.5 MW	41



Our Vision

To lead Decarbonisation, Digitalisation and Decentralisation of India's Energy Sector.



Our Mission

- Build and operate flexible utility scale energy assets to deliver demand-driven solutions
- Continuously innovate to deliver best-in-class solutions with life-cycle focus
- Manage all assets sustainably, leveraging leading-edge technologies
- Build public-private people alliances for sustainable development



Values (SEEDIT)



Stakeholder Inclusiveness



Excellence



Ethical



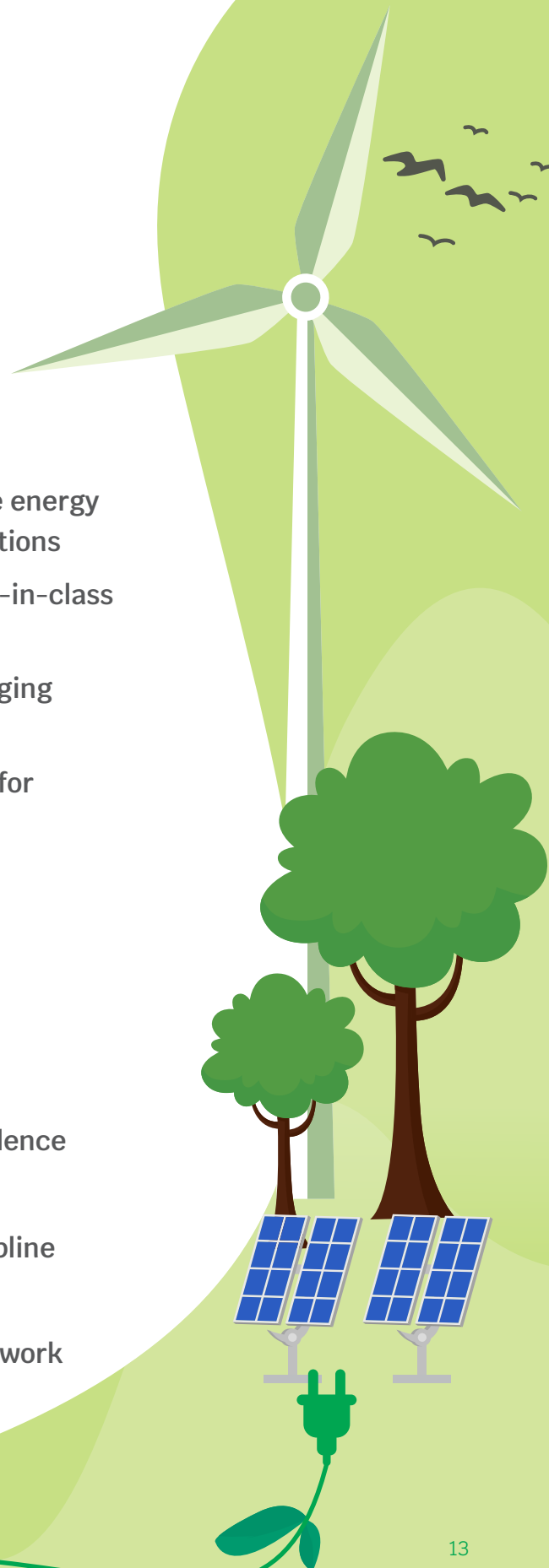
Discipline



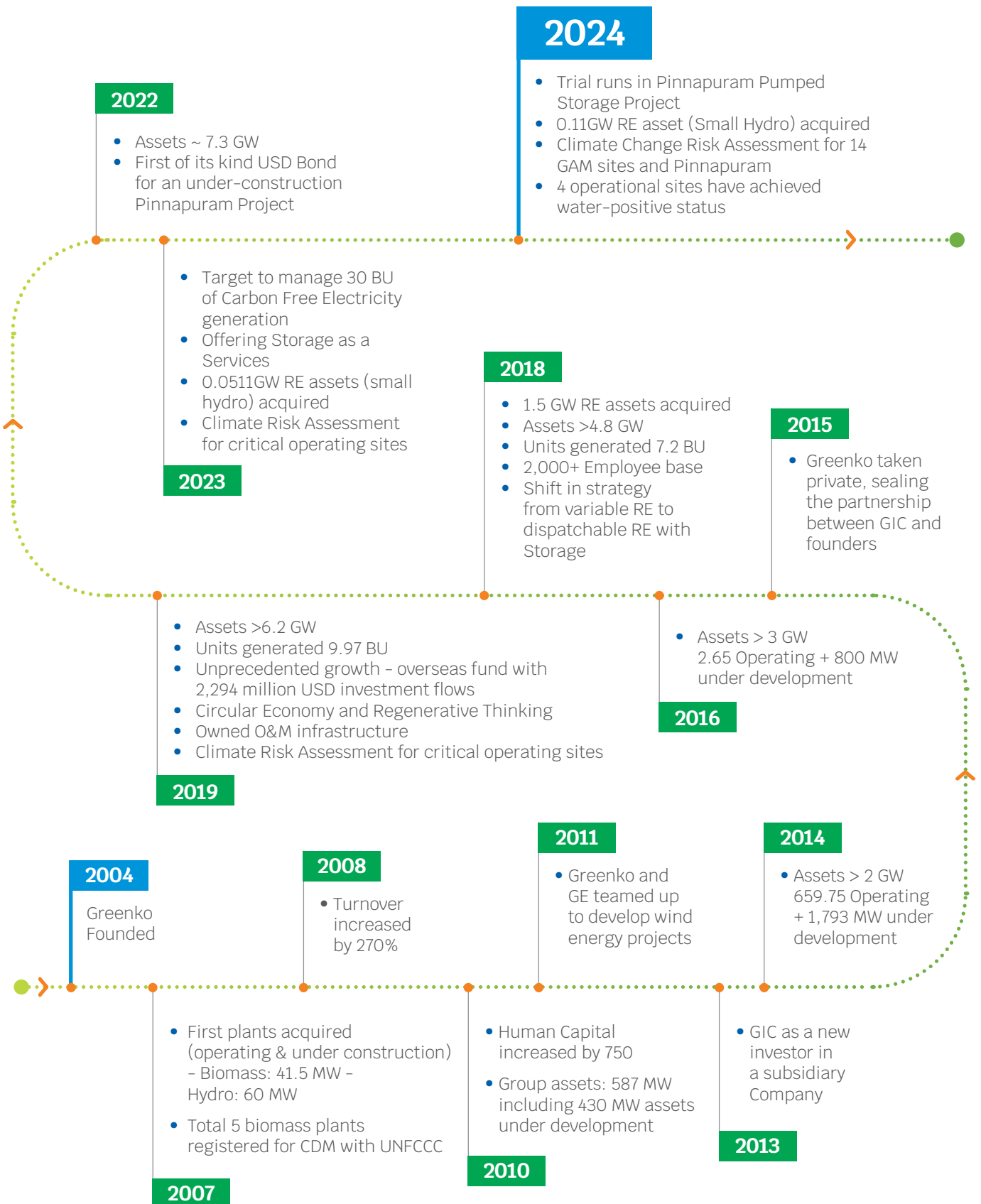
Innovate



Teamwork



Journey and Milestones



Recognitions & Affiliations

Memberships and Associations

Green Hydrogen Organisation (GH2)

Indian Energy Storage Alliance (IESA)

International Hydro Power Association (IHA)

India Wind Power Association (IWPA)

British Safety Council

Federation of Indian Chambers of Commerce & Industry (FICCI)

The Associated Chambers of commerce and industry of India (ASSOCHAM)

Confederation of Indian Industry (CII)

Certifications

Greenko Energy Private Limited is certified under below mentioned management systems



ISO 9001:2015 - Quality Management System

ISO 45001:2018 - Occupational Health and Safety Management System

ISO 14001:2015 - Environmental Management System

ISO 27001:2022 - Information Security Management System

The scope of the IMS certification extends to 112 operational sites and Corporate Office.

Awards and Accolades

FY 2022-23



Independent Power Producers Association of India (IPPAI) Awards 2022 - **Best Hydropower Generator**



Independent Power Producers Association of India (IPPAI) Awards 2022 - **Best Wind Developer**



Independent Power Producers Association of India (IPPAI) Awards 2022 - **Outstanding Performance: Best Solar Developer**



CII Performance Excellence Awards'2022 - **Leadership in Performance (Fortune Five)**



CII Performance Excellence Awards'2022 - **Excellence in Performance (Jed Solar)**



CII Performance Excellence Awards'2022 - **Excellence in Performance (Charanka)**



CII Performance Excellence Awards'2022 - **Excellence in Performance (SEI Diamond)**



National Corporate EHS Award - **EHS Award**



US India Trade Award (Recognition) - **Contribution in Energy Sector**



Golden Peacock Award for **GHG 2022**



CII EHS Excellence Awards 2022- **Ghani site (Bhaskara)**



CII EHS Excellence Awards 2022- **Fortune Five Wind plant**



EQ - **Top Women in Renewable Energy** for the Year 2023



Asian Power Awards 2023 - **Independent Power Producer of the Year – India**





Asian Power Awards 2023 - **Wind Power Project of the Year**- India under the Wind Assets Performance Improvement entry



Asian Power Awards 2023 - **Power Plant Upgrade of the Year** – India under Solar category for upgrading its operations by digitalization using state of art technology



PRAKASHmay 15th ENERTIA Awards 2022 - **BEST Hydro Sector Enterprise**



Sakshi Excellence Awards for **Environment 2022**

FY 2023-24



IWPA Awards – **Greenko Tanot Wind Power Ventures Pvt. Ltd. (Wind)**



IWPA Awards - **Devarahipparigi Wind power Pvt Ltd (Wind)**



IWPA Awards - **Greenko Sironj Wind Power Pvt Ltd, Poovani (Wind)**



CII Performance Excellence awards 2023 - **Leadership performance excellence award - Greenko Tanot Wind Power Ventures Pvt. Ltd.**



CII Performance Excellence awards 2023 - **Outstanding Performance- Devarahipparigi Wind power Pvt. Ltd.**



CII Performance Excellence awards 2023 - **Ground Mounted Solar-Leadership in Performance - SEI Suryashakti Power Pvt. Ltd.**



IPPAI Awards 2023-**Best Wind developer**



IPPAI Awards 2023-**Best Solar developer**



IPPAI Awards 2023-Outstanding contribution - **Best Hydro Developer**



IPPAI Awards 2023-Outstanding contribution - **Best Solar PV plant**

Sustainability Highlights

Environmental

10.1 MtCO₂e **emissions avoided** in FY 2022-23 & 9.4 MtCO₂e in FY 2023-24.

Added 11 Electric Vehicles to the Company Fleet in FY 2022-23 & FY 2023-24.

Water Audits were conducted for ten asset sites, of which four are water positive and one is nearing water neutrality.

Became a member of the **India Business and Biodiversity Initiative (IBBI)**.

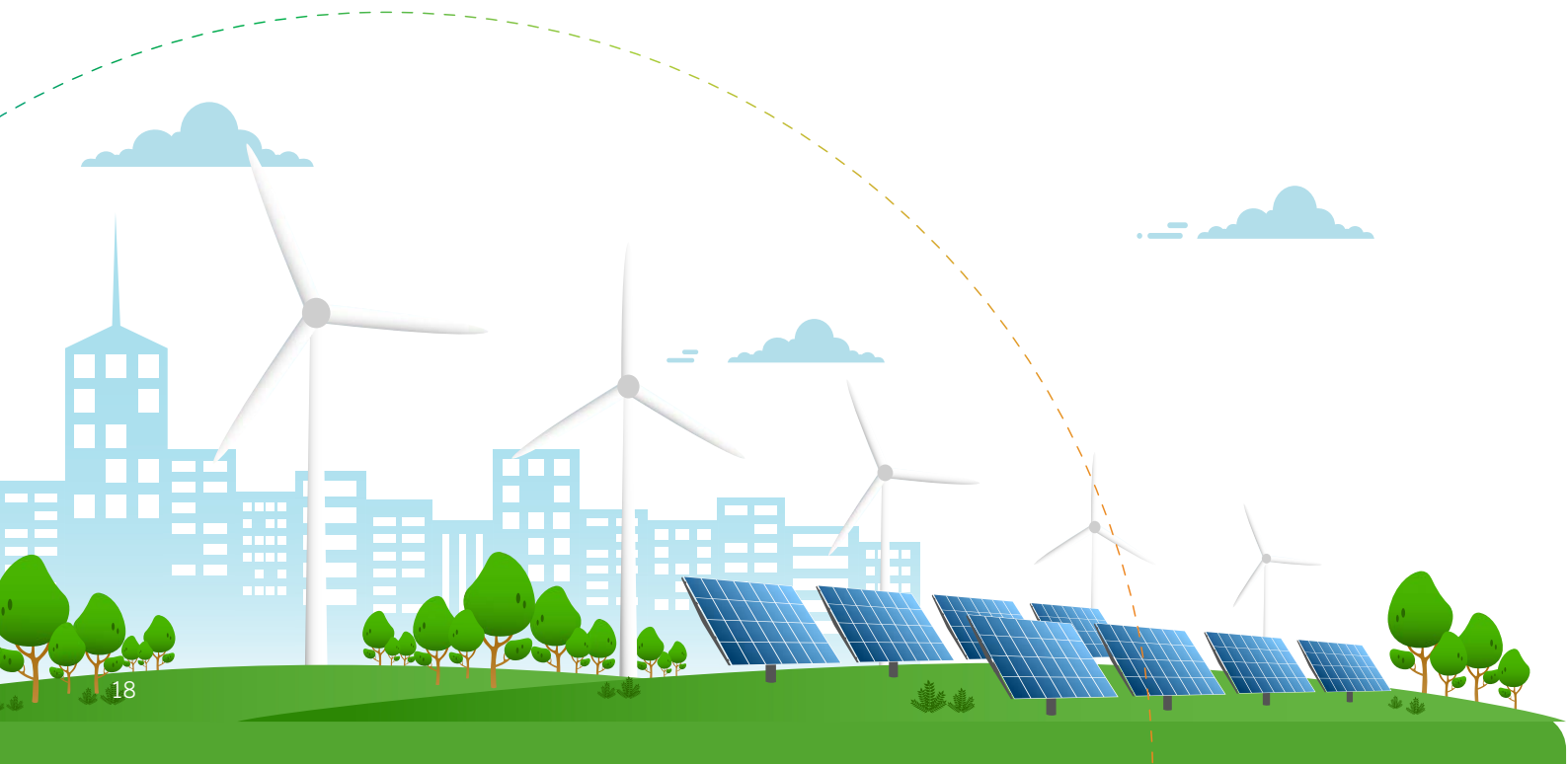
1,86,288 units of **energy saved** in FY 2023-24 through optimized chiller operations, AHU timing adjustments, energy-efficient lighting strategies, and the implementation of motion sensors.

Completed **Climate Change Risk Assessment** for fourteen assets and Pinnapuram PSP.

21 employees participated in a Technical Workshop & completed certificate on **Carbon Footprint/GHG Accounting** based on the ISO 14064:2018 standard from Bureau Veritas Group.

Shifting of auxiliary consumption from Grid to Renewable Energy for two asset sites reducing Scope 2 emissions by **57.4 tCO₂e** in FY 2023-24.

Set up a repair facility in one of the wind plants, driven by our vision of **“Repair, Don’t Waste”** Since then, successfully repaired and reused approximately 204 parts across eight wind sites.



Social

100% security personnel trained on **human rights**.

Sponsored 159 employees for **industry-standard certifications**, such as Six Sigma and ISO certifications, to enhance technical expertise, drive continuous improvement, and support professional development, reinforcing our commitment to operational excellence.

100% implementation of **Periodic Medical Examination (PME)** for company and contractor employees.

Zero **human rights breaches** were recorded.

Committed to Industry Pledge on **Increasing Women Participation in Workforce** in FY 2023-24.

Conducted over **466 safety training sessions** across Projects, reaching more than 95% of the workforce.

24 employees completed **Green Supply Chain Training** from Confederation of Indian Industry (CII).

Trained 377 employees through comprehensive programs on Greenko's **sustainability initiatives**, empowering them to actively contribute to our Net Zero and sustainability goals by raising awareness, promoting sustainable practices, and aligning their roles with the company's environmental objectives.

Unadjusted median gender pay gap for FY 2022-23 is 13.99% and for FY 2023-24 is 9.62%.

Governance

Chairman is an independent director.

Updated policies: 1. Code of Conduct 2. Prevention of Sexual Harassment 3. Grievance Redressal Mechanism, and 4. Whistle Blower.

Introduced an enhanced **risk management framework** to identify, assess, and mitigate key business risks, including ESG risks.

Zero incidents of **data breaches/losses**.

Adopted new policies:
1. Anti Bribery and Anti-Corruption 2. Employee Privacy and Data Protection and 3. Compliance with Laws Relating to Sanctions.

Leadership Speaks

Message from the Chairman

Recent years continue to be marked by extreme climate-related events, across the world, such as excessive rainfall, floods, cloudbursts, droughts, fires, hurricanes, and tsunamis, a reality with costly consequences and long-term damage to the natural environment.



These initial consequences of global warming point to the irreversible damage that climate system may undergo unless urgent, collective, sensible, steps are taken on a global scale to mitigate GHG emissions. We believe that businesses are a force for good and are delighted to witness continued action by the business and finance community to create demand for unmet needs for products and services for the net zero world. The Glasgow Financial Alliance for Net Zero is now operationalised through Net Zero asset Manager's Initiative, Net Zero asset Owner Alliance, Net Zero Banking Alliance, Net Zero Insurance Alliance, demonstrating the financial sector's readiness to align investments to addressing climate change and transitioning to a low-carbon and sustainable economy. Further, during recently

concluded Climate Week at New York, organised along with UNGA, Rockefeller Foundation committed 1 billion USD for climate action focusing on accelerating industrial decarbonisation across power, health, food, and finance.

Limiting global warming to 1.5 degrees requires cutting 37 gigatons of CO₂ by 2050. Current pledges and plans still have 16 GT emission reduction shortfall. An annual deployment of 1000 GW of RE is needed to stay on a 1.5 degrees pathway. With each passing year, the gap is widening, and urgent accelerated action is required. Tracking the progress on key energy system components, IRENA and others emphasize acceleration of energy storage, electric and biogenic green fuels, and carbon capture. It is expected that the electricity

would be the main energy carrier accounting for over 50% of total final energy consumption by 2050 in the 1.5-degree scenario. Further, 94% of all hydrogen produced will be RE-based. Thus, acceleration of building RE generation capacity and storage systems, is critical for energy transition and industrial decarbonisation. Greenko continues to focus on delivering storage services to enable increasing generation and addition of RE.

India continues on its path to becoming energy-independent by generating firm RE and electric and biogenic ZeroC fuels. Domestic obligations for the use of Green Hydrogen and its derivatives drive part of the demand. Additionally, global companies seeking low-carbon fuels are driving increased investment in



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India's ZeroC electricity and fuels. Interestingly, national regulators across the globe are competing to attract the anticipated trillions in decarbonisation/green investments—they are offering incentives for domestic manufacturing and also have elements of protectionism. The Inflation Reduction Act (IRA) bill of USA attracts green investments into the country; the Cross Border Adjustment Mechanisms (CBAM) aligns manufacturers and exporters in developing countries to global benchmarks and restricts the Green qualification. While the global green commodity regulations and markets determines the acceleration at which India builds its RE and Storage capacities, the domestic demand for firm RE and its plans for energy independence are adequate for ongoing efforts and planned capacities. The labyrinth of emerging regulations across the globe and rapidly evolving technologies and cost competitiveness landscape, presents both opportunity and risks to Greenko's business. It is necessary to steer through this challenging environment and we, at the Board, are doing our best to address this.

Firm, Flexible, Cost-Effective Decarbonised Electricity

Long-duration storage systems are an essential component of decarbonising electricity, which in turn will significantly decarbonise energy and materials. Our architecture for firm and flexible RE is cost-effective and carbon free. While planning for our Integrated Renewable Energy Storage Platform (IRES), we take into consideration the need for increased electrification of end uses and increasing more ZeroC fuels, chemicals, and materials being produced using firm renewable electricity. Keeping this in mind, we are mobilising our resources and efforts to build 100 GWh per day long duration energy storage capacity in India and exploring similar options across the globe.

Companies in the public sector too have shown trust and confidence in these cost-effective, reliable, and low carbon solutions and have invited multiple bids to procure "tailored renewable energy" with energy "storage" and "cloud". As you are all aware, the first off-stream,

grid-scale, long-duration energy storage project at Pinnapuram is expected to commence operations, shortly. This heralds large-scale decarbonisation of the grid and many Industries, resulting in up to 50 million tonnes of CO2 emission reduction by 2030. Greenko and its stakeholders, customers, regulators and many others in society are excitedly looking forward to the successful outcome of this project.

Electrified Organisation

Greenko's 100 GWh per day storage service target, requires it to build 13 GW+ storage capacity, action on which is underway. In parallel, it may build and operate similar or more capacity of RE assets during next five years. The construction, operation and management of new 'storage' assets and business is quite different and challenging. The last three years of experience of building the PSP at Pinnapuram have significantly enriched the Greenko's experience. The depth and width of the markets that must be addressed in the next few years, requires a substantial upscaling in the size of operations.

This in turn, requires that the organisation be transformed in sync with the business transformation. To support the transformation of decarbonisation and industrial solutions, the organization must undergo structural changes and realignment, fostering new competencies and mindsets aligning with the evolving business needs. Employee expectations, the nature of work and norms are also changing. We continue to improve employee wages, benefits, and other service conditions. We must impart creativity and agility within our organisation and among our employees. So, we continue to invest in upskilling and long-term orientation. We are also revisiting the “Empowered Employee” program at Greenko.

One Constant- Greenko Way

The unwavering commitment to the Greenko Values and Code of Conduct in the transformation of Greenko’s

business model, assets, capabilities and markets has been a source of continued stakeholder trust in Greenko. Recently, Greenko’s Code of Conduct has been strengthened to reflect changing environment and business needs. Similarly, the policies and processes for Anti-Corruption Anti Bribery, Whistle Blower, Sexual Harassment etc., have been revisited.

Our main shareholders, GIC, ADIA and ORIX, view Environmental, Social, and Governance (ESG) factors, as central to their core tenets and believe that companies with an innovative, creative mindset and good sustainability practices are more likely to perform well in the long term. Understanding and addressing physical climate risk is closely linked to the company’s ability to create sustainable value. At Greenko, ESG risk is explicitly integrated into Enterprise Risk Management.

The Board and its committees have been actively engaging with

the management to transform, innovate and steer the business in new directions. The company’s strategy and capex deployment to harness the opportunities arising out of ‘Energy Transition in India’ are regularly reviewed. As the company is treading into new scale and size of projects and operations, with novel partnerships, and new markets, the risks are diligently identified, mitigated and provided for. Greenko’s mission of firm, flexible and clean energy realised through long duration energy storage and energy cloud solutions is aligned with India’s NDCs to Paris Agreement, “Atmanirbhar Bharat” and “Make-in-India”. The company is excited about the congruence of opportunity for India, the globe, and itself and will be keen to listen to stakeholders’ concerns and suggestions.

Mr. O.P. Bhatt
Chairman



▲ Everest Power Pvt.Ltd., Himachal Pradesh

Message from Group CEO



Dear Stakeholders,

I am delighted to share with you, Greenko's sixth Integrated Report, "Crafting Tomorrow, Today: Storage, Stability and Sustainability". It gives me immense pleasure to share that recently the test runs of the Integrated Renewable Energy Platform (IRESP) were conducted and it gives us the confidence that soon it will be operational. Further, in this report, we present our performance on financial and non-financial aspects, during the reporting period FY 22-23 and FY 23-24.

Regrettably on July 21, 2023, the Pinnapuram site experienced a fatal accident which caused a loss of two lives. The accident happened when a small section of the intake 4 channel collapsed due to sudden and heavy rain. The deceased were the unskilled labourers of the subcontractor of our main contractor MEIL. The families of the deceased workers are duly compensated, and we are also working with our contractor MEIL for conducting more regular behavioural trainings for unskilled labourers. This incident underscores the critical importance of reinforcing safety protocols and collaborative vigilance, and we remain resolute in learning from

this event to further strengthen our safeguards and prevent future incidents.

Greenko continues as a leading Energy Transition and Industrial Decarbonisation Solutions Company with over 10 GW of near term operational capacity. As the construction and testing of Pinnapuram pumped storage project progressed, the confidence in the pumped storage option has multiplied. A number of projects across the country totalling to 30 GW were announced. As an innovator and leader of firm energy architecture, Greenko continued the pursuits on the pipeline of 100 GWh per day Integrated Renewable Energy Storage projects across different states in India.

We have firmed our position as "Large Scale Clean-Tech IPP" and "Intelligent Energy Market Specialist". In partnership, we deliver Deep Decarbonisation Specialist solutions. Developing "globally cost competitive long duration energy storage" is congruent with our transition to becoming "deep capabilities machine" and "innovation engine". We are building world's largest energy storage cloud platform to RE-electrify to transition to Low Carbon Economy in India. We continue to explore similar opportunities in long-duration storage across the globe and technologies.



We are increasingly finding that industrial ecosystems are realigning as value chains are decarbonising; and symbiotic collaboration in this context is an opportunity, we harness.

Symbiotic Partnerships

While Racing-To-Zero, the “First Movers” have a challenge in securing Carbon Free Electricity to address scope 2 emissions and Carbon Free Fuels to address their direct emissions in Scope 1 and indirect emissions in Scope 2. Further, to reduce scope 3 emissions, many hard-to-abate sectors would require green chemicals and materials and options for low-carbon logistics. This transition will be greatly aided by the availability of carbon free electricity in the country. Greenko continues to build and deliver intelligent renewable energy and storage services through its platform. This platform of symbiotic partnerships, in variant modes fit-for-purpose-with the users of industrial decarbonisation solutions, generators of renewable energy, administrators of the grid assets and energy traders- is the hallmark of progress during the last two years.

Greenko has signed ‘The Climate Pledge’ to achieve Net Zero, 10 years earlier, by 2040. Our engagement with the regulators and administrators of the grid is directed to achieve zero scope 2 emissions in the next few years. The challenge of achieving scope 1 emissions to zero levels, is contingent upon the development of SF6 free circuit breakers – we are tracking the

development and will adopt the technology as it becomes available at commercial scale. As hard-to-abate sectors progress on adopting new low-carbon processes, Greenko, in partnership with AM Green and others, is harnessing the opportunity by producing green hydrogen and its fuel, chemical and material derivatives. These partnerships are designed to address deep decarbonisation solutions using intelligent renewable energy and storage.

We are increasingly finding that industrial ecosystems are realigning as value chains are decarbonising; and symbiotic collaboration in this context is an opportunity, we harness. We are excited to work with our partners NTPC, Hindalco, Arcelor Mittal, Ayana Power, Serentica, Aditya Birla and Gentari to deliver solutions for energy transition and industrial decarbonisation.

Energy Transition - an opportunity for India

Further to global stock-taking at CoP 28, as all the parties to the Paris Agreement ratchet their climate goals, India too will restate its NDCs.

India has been making significant strides in renewable energy, green hydrogen, and carbon capture over the last year. The Indian government launched the National Hydrogen Mission, aiming to transform India

into an energy-independent nation by 2047, with green hydrogen playing a key role. In February 2022, the Ministry of Power also unveiled the Green Hydrogen Policy, a crucial step towards achieving this goal. India has been exploring Carbon Capture, Utilization and Storage (CCUS) technologies with potential applications for CCUS in clean hydrogen production, methanol ecosystems, and waste gas conditioning. Further, the government is considering a CCU mission on the lines of Hydrogen mission.

The Indian government’s PLI scheme, part of the Aatmanirbhar Bharat initiative, aims to boost domestic manufacturing and reduce dependence on imports. The financial incentives to the manufacturers are based on their incremental sales from products manufactured in domestic units is catalysing large-scale and globally competitive manufacturing. The Ministry of New and Renewable Energy is implementing the PLI scheme for National Programme on High-Efficiency Solar PV Modules, with an outlay of ₹24,000 crore. In addition, sales of electric cars and heat pumps are also promoted under the PLI scheme. Overall, the PLI scheme is a strategic tool to transform India’s manufacturing landscape, fostering innovation, and creating jobs in the clean energy sector.

These developments demonstrate India's commitment to reducing its carbon footprint and transitioning to a more sustainable energy mix.

India continues to be amongst the top three markets for energy, electricity, hydrogen, and base materials. The growth trajectory of India's economy is likely to make it the leading market for clean energy within a decade. During the interim period, India will harness the early and accelerated demand for green fuels, chemicals and materials in developed countries to establish and scale up its production capabilities. Accordingly, demand for firm and dispatchable RE in India is expected to steadily increase over the decade or more.

The country's current energy consumption is 1.4 TWh and is expected to be 2.5 TWh by 2030. Given the opportunity of the role in decarbonising future needs, the growth opportunity for RE assets, and energy storage is amazing. I believe there is a great opportunity for decarbonising electricity, in many use cases. This will be a critical step in India's decarbonisation journey. Also, there are significant low hanging opportunities which the country and

the industry can harness in near term.

India is blessed with the geographical advantage of the Himalayas, the Deccan plateau and the southern peninsula, diverse climatic conditions and a long coastline. The "One Grid - One Nation" initiative which we pursued over a decade, is a great resource to fulfil our additional 300 GW of RE capacity till 2030 if complemented with Intelligent Renewable Energy & Storage Platform.

The new flexible electricity architecture, Low-Cost Storage in sync with RE, drive down the cost of power by 20% in the next few years. Availability of low-cost decarbonised power will position India as the destination for responsible global supply chains. The Global Supply Chains with 'Net Zero' goals will prefer 'Make-In-India' due to low cost and low-carbon electricity amongst other factors.

Greenko accelerating energy transition

Greenko has curated the business model to add value in the Complex and Mid-Stream segment of the Energy Transition. By transforming

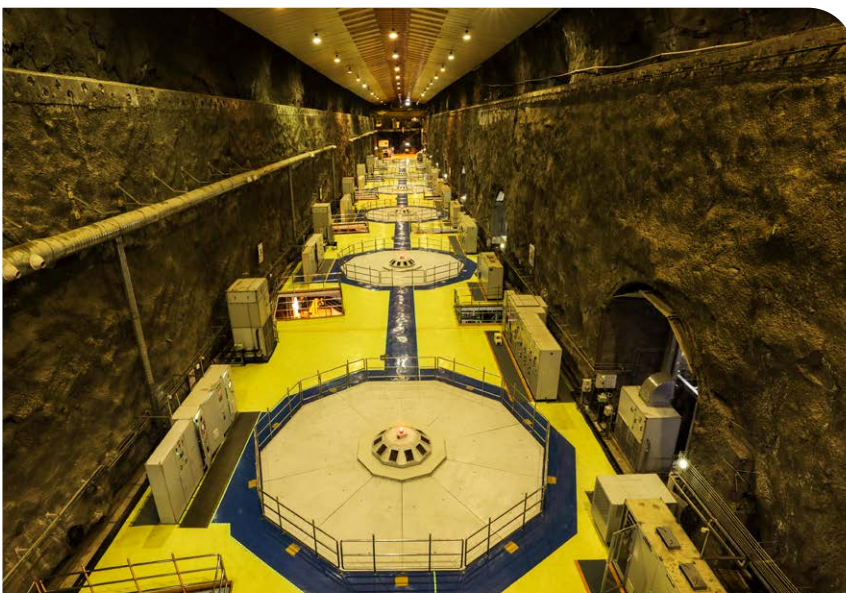
Renewable Energy to a Firm, Reliable and On-Demand Energy, we are capable of deeper industrial decarbonisation. While significant technology progress is required as we Race-To-Zero, greener technological options are already available in many cases. Greenko has been able to discover some of these options, and we continue to discover and contextualise more. Unless the known and mature technologies like pumped hydro storage is adopted with appropriate innovations and combining with intelligent energy cloud architecture to deploy firm RE power at scale, it will be challenging to accelerate the transition to achieve 2030 goals.

To achieve this transformation of the energy architecture, we have identified projects and investments that include three pumped storage projects under construction - one of which is under trial runs and 6 projects under development located pan India.

These projects contribute to a significant reduction in Greenhouse Gases (more than 25 million tonnes of CO₂e per year beyond NDCs) and pave the way for India's transition to low carbon pathway beyond NDCs, ensuring sustainable socio-economic development.

Stakeholder Trust

At Greenko, our focus is to generate more value and then share the value with all our stakeholders. Through sharing value, we contribute to the sustainable development of India and the Globe. As a responsible business, we have aligned our operations and strategies to contribute to multiple United Nations Sustainable Development Goals (UNSDGs). On the environmental front, we support SDG 6 (Clean Water and Sanitation), SDG 7 (Affordable and Clean Energy), SDG 8 (Decent Work and Economic Growth), SDG 11 (Sustainable



▲ Teesta Urja Limited, Himachal Pradesh

Cities and Communities), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land). Socially, we are committed to advancing SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities), SDG 16 (Peace, Justice, and Strong Institutions), and SDG 17 (Partnerships for the Goals). In terms of governance, we focus on SDG 9 (Industry, Innovation, and Infrastructure), SDG 12 (Responsible Consumption and Production), and SDG 17 (Partnerships for the Goals), ensuring sustainable and inclusive growth through strong governance frameworks. Recently, we have reviewed our risk management system and have developed and are deploying an Enterprise Risk Management Framework. The Anti-Corruption and Anti-Bribery, Code of Conduct and Whistle Blower mechanisms have been reviewed, revised and are being deployed.

Our employees and communities have been on our side through this journey, during this tough and trying times. The regulators and policymakers have given us a patient hearing, understood our concerns, and responded very positively. Further, I place my gratitude to the businesses and industry that have made us partners in their climate stewardship journey. Many of them are eagerly looking forward to our firm renewable energy generation to twine us in their NET ZERO EMISSION plans.

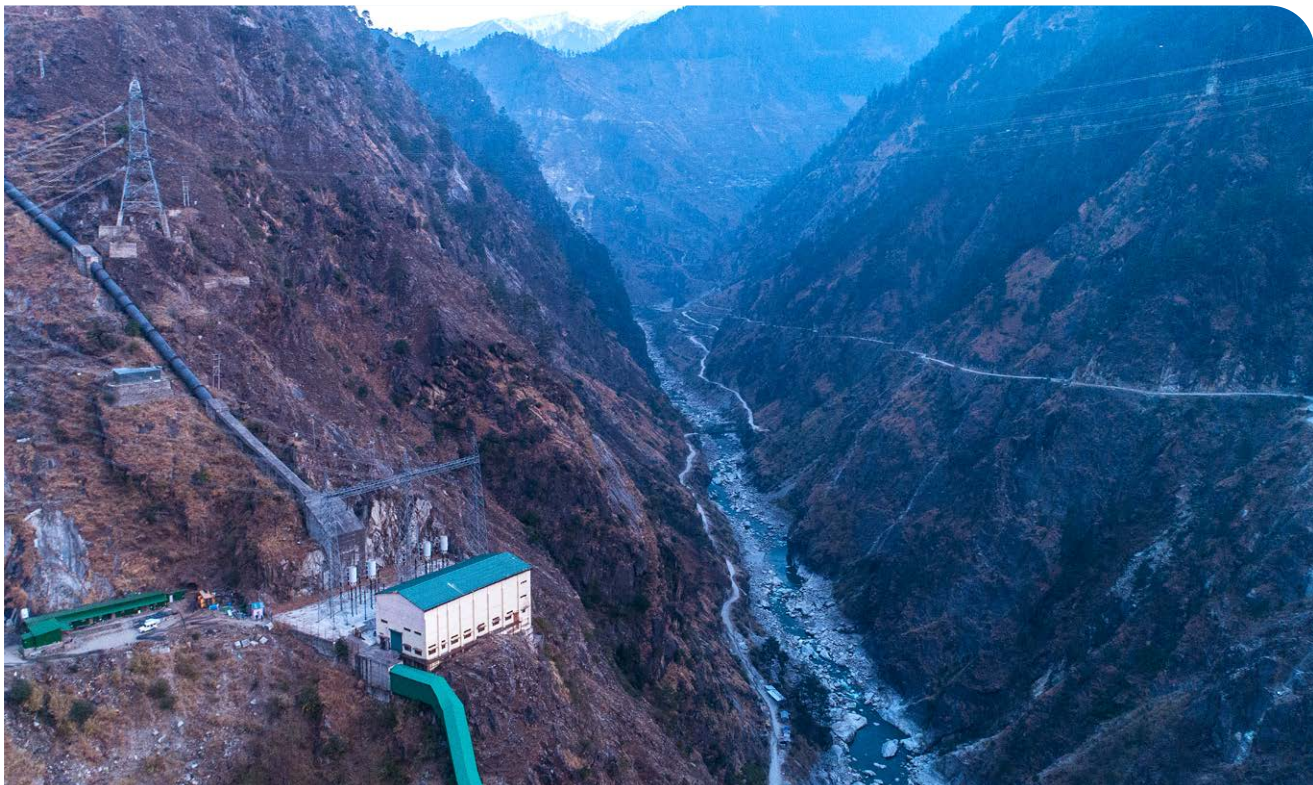
Our ESG Performance

We welcome increased investor attention and the regulators' focus on ESG factors. We have taken steps to be responsive to all these demands including EU Taxonomy.

At Greenko, we have always addressed ESG aspects diligently, not just limited to the operations in our control but also, the activities along our value chain. During the reporting period, we set up

mission teams to track and improve performance on ESG aspects. We will continue to address the risks and opportunities presented by climate change mitigation and adaptation, and circular economic approaches. On social aspects, we will improve diversity, equity and inclusion, and to foster innovation across our businesses.

We have achieved water neutrality at six of our sites and are preparing to achieve the same across the operational sites. Some of our operating RE generation plants have achieved zero scope 2 emissions by using only RE for auxiliary power. We have signed commitments on biodiversity and Equity and Inclusion. We are delighted to report our gender pay parity continues highly favourable. We are curating our customer relationship commensurate to the changing profile of our products and services. On the governance aspect, we will continue to reinforce digital and cyber security and deployed



▲ Himachal Sorang Power Pvt. Ltd, Himachal Pradesh

enterprise risk management to address the uncertainties and challenges in energy transition. Many a time, the imperative of ESG is recognised and appreciated at the highest level but, the action and momentum are conspicuously absent. At the level of senior management, incentives linked to ESG performance will drive long-term momentum.

Progress against Commitments

New Energy solutions would drive majority of our long-term investments in the next 3-5 years and contribute to ~50% of our revenues thereafter. Keeping with our commitments, around ~85% of our long-term investments during 2023-24, are in the new energy solutions viz. pumped storage projects and intelligent energy platforms.

We are committed to circular economic approaches. Our business model of pumped storage combined with an intelligent energy platform has been deployed as a sharing platform for storage and energy management. It would offer energy and energy plus services to multiple customer groups viz., distribution companies, RE generators, Grid, and Industry. The lifecycle impacts of avoidance of use of medium-sized short-duration storage solutions involving batteries is enormous.

We have been diligently picking organic and inorganic growth opportunities. Strategically, we have improved our access to hydropower in different geographies of India. We have acquired 4 hydro assets with a cumulative capacity of 161.1 MW in FY 23-24. Besides pursuing inorganic opportunities, we continue our pursuit of developing greenfield projects.

We continue our focus on high capital productivity and accordingly, we made investments in operation and maintenance through intense deployment of digitalisation. We have been improving our asset performance and reducing the O&M costs of our wind generation under the WINSOM program. Besides significant investment focus on Integrated Renewable Energy Projects, we have continued with the renovation and modernisation of some of our wind assets. During FY 23-24, we sold 9% of our power to the B2B segment and this demonstrates our ability to access energy users directly, which will be a salient feature in our transition to Greenko 4.0.

Our ability to complete the IRESP in short period demonstrates solid edifice of PPP - employee commitment, peoples' cooperation, and support of the government. During the reporting period, we strengthened our skills, knowledge, and innovation capabilities through strategic recruitment and partnerships. Our collaboration with the Centre for Materials for Electronics Technology (C-MET) in establishing a Centre of Excellence for Electronic Waste Recycling has led to the development of three new technologies, positioning us at the forefront of sustainable innovation. These initiatives, alongside our Innovation Hub activities, contribute significantly to upskilling our workforce and aligning our organization to become a "High-Capabilities Machine" and an "Innovation Engine" for the future.

This reporting period saw a substantial increase in hours devoted to safety training, culminating in a cumulative growth of approximately 66.96% in training hours over the two fiscal years from FY 21-22 to FY 23-24. This strong

upward trajectory underscores our commitment to maintaining a proactive and safe work environment.

We owe our success to our external stakeholders, including suppliers and customers. More than 80% of our suppliers have been working with us for more than three years. As the new initiatives are technology-intensive and require deep expertise and experience, we are joined by many new partners. We are happy to realise that the satisfaction indices of our suppliers and customers are 80% and 95% respectively.

Our Commitment to Community

Our community development initiatives are reinvigorated, and the number of beneficiaries has increased to 2,23,094 and the benefits delivered through this increase has were made possible by strategic targeting and effective investment. The Greenko School of Sustainability, our joint effort with and at IIT Hyderabad, has progressed. Today, the school conducts doctoral and three post-graduate programs. It has initiated seven research programs in the areas of energy transition and industrial transformation. We have begun efforts to extend this program to select engineering and technology institutions, focusing on skill development for a just energy transition. We seek active engagement of all stakeholders in our progress and your suggestions and views are valuable to us in further improving our performance and contribution.

Anil Kumar Chalamalasetty
Group CEO

Foundations of Governance at Greenko

Corporate Governance – Driving Trust and Sustainable Growth

In the dynamic landscape of energy transition, corporate governance plays a pivotal role in fostering transparency, accountability, and stakeholder trust. As a cornerstone of sustainable business practices, it ensures that decisions align with environmental, social, and economic objectives, driving long-term value creation. For an organization at the forefront of India's decarbonisation journey, a robust governance structures are essential in managing risks, integrating ESG frameworks, and maintaining compliance with evolving global standards.

Governance frameworks enable strategic oversight across complex operations, from renewable energy deployment to innovative storage solutions, facilitating informed decision-making that supports both short-term performance and long-term sustainability. This commitment to ethical conduct and responsible governance strengthens stakeholder confidence, positioning the company as a trusted leader in advancing India's net-zero ambitions.

The company believes in providing stakeholders with a clear and comprehensive understanding of its performance and progress. By strictly adhering to these governance principles, Greenko is well-positioned to achieve its goals and objectives. The company's governance structure is further strengthened by the backing of key shareholders, including GIC (Singapore's Sovereign Wealth Fund), ADIA (Abu Dhabi Investment Authority), ORIX Corporation, and the Promoters, ensuring a robust and aligned approach to decision-making.

Governance Structure

A well-structured governance framework prioritizes the independence of key board-level committees to ensure unbiased decision-making, particularly in areas like risk management, sustainability, and compliance oversight. Independent directors play a critical role in safeguarding the interests of stakeholders by bringing an impartial perspective and fostering robust checks and balances.

Board of Directors

3 Independent

- Mr. Om Prakash Bhatt
- Mr. Nassereddin Mukhtar Munjee
- Mr. Mark Gainsborough (Until February '24)

6 Non-Executive

- Mr. Chin Hau Boon, GIC
- Mr. Kunnasagaran Chinniah, GIC
- Mr. Jason Sian Chuan Chan, GIC
- Ms. Nicole Goh, GIC
- Mr. Hidetake Takahashi, ORIX
- Mr. Blake Anthony George Calogero, ADIA

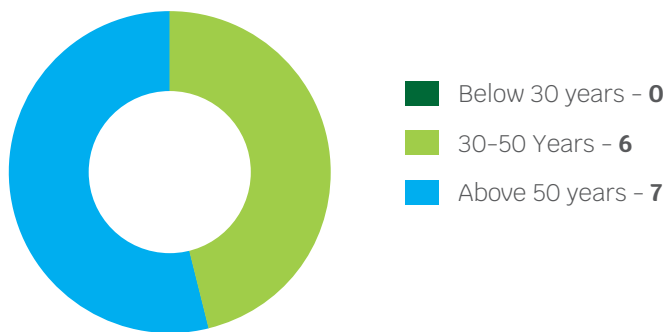
2 Non-Executive-Resident

- Mr. Neernaysingh Madhour (Until June'24)
- Mr. Sharmanand Jhurreea (Since July'24)
- Mrs. Kamalam Pillay Rungapadiachy

2 Founder Directors

- Mr. Anil Kumar Chalamalasetty
- Mr. Mahesh Kolli

Board Diversity – By Age (GRI 405-1)



Board Diversity – By Gender (GRI 405-1)

Participation / Inclusion / Representation of women	FY 2021-22			FY 2022-23			FY 2022-23		
	Total	No. and percentage of Females		Total	No. and percentage of Females		Total	No. and percentage of Females	
	Nos.	Nos.	Percentage	Nos.	Nos.	Percentage	Nos.	Nos.	Percentage
Board of Directors	13	2	15.38	13	2	15.38	13	2	15.38

Governance Framework

Greenko has established a strong, top-down corporate governance framework grounded in clear principles and policies. This framework ensures alignment between financial, operational, and strategic goals while fostering robust relationships among shareholders, stakeholders, and board members. The framework is developed by considering factors such as the nature of the business, company evolution, resource availability, investor expectations, and legal requirements.

Principles of Greenko's Governance Framework

Greenko's governance structure is built on six principles to ensure Greenko's sustained growth and stakeholder trust. The six key principles are:

- 1. Ethical Practices** – Upholding a culture of integrity across the organization.
- 2. Balanced Objectives** – Aligning the goals of all stakeholders.
- 3. Defined Roles** – Clear responsibilities for shareholders, directors, and staff.
- 4. Structured Decision-Making** – Ensuring all stakeholders are considered in every decision.
- 5. Stakeholder Prioritisation** – Balancing the needs of all stakeholders, with some given greater emphasis.
- 6. Accountability and Transparency** – Ensuring openness and responsibility to all stakeholders.

Elements of Greenko's Framework

Directing for long-term goals

Greenko aligns its mission with shareholders' values, prioritizing long-term goals to drive growth and innovation. The company develops strategic solutions to address emerging challenges while contributing to global sustainable development efforts.

Best in the Board

Greenko ensures its board comprises members with diverse expertise and experiences vital to the company's success. The Chairman or lead director regularly conducts internal evaluations to maintain effective governance.

Orderly voice to shareholders

Greenko fosters an inclusive decision-making process, allowing shareholders to voice their opinions through Executive Directors. Best governance practices include appointing skilled directors, continuous board evaluations, and maintaining a list of qualified candidates for future vacancies.

Define roles and responsibilities

Greenko provides detailed directives for the Board and its committees, including audit, nomination, remuneration, and special committees. The CEO leads management, implements strategy, and reports to the Board, while the Chair oversees the company's long-term goals.

Emphasise integrity and ethical dealing

Greenko has robust mechanisms to manage conflicts of interest, uphold ethical standards, and ensure transparency. A Compensation Committee assesses performance and aligns executive compensation with clearly defined benchmarks.

Effective Risk Management

Greenko's Board regularly reviews the company's risk management framework, ensuring it aligns with the company's risk tolerance. Both internal and third-party evaluations ensure the system's effectiveness, addressing both current and emerging risks.

Board Committees

Audit and Risk Committee

The Audit and Risk Committee oversees the planning and scope of all audit activities. It is responsible for evaluating the integrity of financial statements, ensuring adequate internal controls, and assessing risk management systems. Additionally, the Committee reviews the internal audit's effectiveness and maintains the independence of the auditors. It recommends the appointment, reappointment, and remuneration of auditors, ensuring objectivity. The Committee convenes at least three times a year, including once before finalizing the annual accounts and another every six months.

Remuneration and Nomination Committee

This Committee is tasked with shaping Greenko's remuneration policies, covering pension rights, compensation, and incentive payments for executive directors, including the Chairman. It establishes criteria for recruiting key executives and directors, assessing their performance against set targets for incentives. The Committee ensures a robust succession plan is in place and evaluates termination terms to ensure fairness for both the individual and the Company. It also manages other key matters deemed relevant by the Board as market dynamics shift.

Capital Delivery Committee

The Capital Delivery Committee supports the Board by overseeing governance, monitoring, and reporting frameworks for new projects, such as pumped storage initiatives. It assesses capital expenditure related to Integrated Renewable Energy Storage Projects (IRESPs) and ensures project milestones are met before recommending the release of funds. The Committee ensures smooth project execution through continuous oversight of project interdependencies and risks.

Ethical Conduct at Greenko

Greenko is dedicated to ethical, transparent, and socially responsible business practices. The company's comprehensive code of conduct outlines the ethical principles expected of all stakeholders involved in its operations. Additionally, Greenko's robust compliance program and grievance mechanism ensure adherence to laws and regulations. By prioritizing ethical behaviour, Greenko aims to build trust with stakeholders and contribute to a more sustainable future. Greenko recently undertook a review of the adequacy of its policies and introduced some new policies and updated some existing ones.

Updated Policies

Code of Conduct

Greenko's operations are guided by a strong code of conduct that emphasizes ethical behaviour and accountability. Employees are

encouraged to make decisions aligned with this code, seeking guidance from management when necessary.

To foster a culture of ethical conduct, Greenko provides regular training and education on the code of conduct. The Board and Audit Committees play a crucial role in overseeing the organization's ethical business and ensuring compliance with policies, processes, and controls. Additionally, HR officers serve as ethical counsellors to provide guidance and support to employees.

During the reporting period, the Code of Conduct policy was reviewed and amended by including the following elements with detailed description:

- Harassment and Discrimination,
- Sexual Harassment,
- Insider Trading,

- Reporting Questionable Practices,
- Agreements with Third Parties,
- Protection of sensitive information,
- Anti-Money Laundering,
- Sanctions,
- Countering the Financing of Terrorism,
- External Activities.

GEH-Code of Ethics and Business Conduct provides clear guidelines on the above elements and further it includes guidance on Access to Sensitive Information, Collection and Retention of Sensitive Information, Use of Sensitive Information, and Compliance with Sensitive Information Policy.

The Potential Risk Scenarios "Red Flags" relating to Bribery and Anticorruption has been listed as an appendix to the GEH-Code of Ethics and Business Conduct.

Employees are encouraged to report any suspected violations of the code of conduct to management or a board member. All allegations are investigated promptly and confidentially, protecting the anonymity of the complainant. Retaliation against anyone reporting violations is strictly prohibited.

Prevention of Sexual Harassment (POSH)

Greenko is committed to fostering a safe and inclusive work environment by actively promoting the prevention and resolution of sexual harassment incidents. The company encourages employees to report any concerns through a confidential and supportive platform, ensuring all complaints are addressed promptly and fairly.

To enhance awareness, Greenko conducts regular sensitization workshops and awareness programs for all employees, starting from their induction into the organization. These initiatives educate staff on the company's POSH policy, their rights, and how to report incidents. During the reporting period, 1766 extensive awareness programs were rolled out across the Group, covering both regular and contractual employees. These efforts ensure that everyone, regardless of their employment status, is informed about the importance of workplace safety and the mechanisms available for redressal.

During the reporting period, the Policy on Prevention of Sexual Harassment at workplace has been reviewed and amended. Salient points are as under:

- Constitution of Internal Complaints Committee: The Internal Committee will prepare an annual report, submitting the same to Greenko's management, and, if required by law, will also furnish it to the relevant regulatory authorities.

- The detailed information on the below elements are included:
 - Inquiry into the complaint,
 - Relief during pendency of the complaint,
 - Inquiry Report,
 - Confidentiality,
 - Protection against Retaliation,
 - Appeal

Grievance Redressal Mechanism

Greenko has established a grievance redressal mechanism to ensure that stakeholders have easy access to address their concerns promptly. In addition, a whistleblower policy has been established. The company investigates complaints thoroughly and strives to provide fair and timely resolutions that align with its ethical standards and regulatory requirements. This approach fosters trust, transparency, and strong relationships with stakeholders, reinforcing Greenko's commitment to responsible business practices.

During the reporting period, the Grievance Redressal Policy has been reviewed and amended. The following key elements were introduced in the Policy:

- New format for Grievance Redressal
- Notification of the names of the Grievance Committee Members for Plants, Projects and Admin Offices separately.
- Escalation mechanism in case of non-resolution of Grievance

Whistleblower Policy

In line with the commitment to upload the highest standards of ethical, legal and moral business conduct, Whistleblower policy has been updated. This policy aims to provide an avenue for employees/directors to raise concerns and get reassurance that they will

be protected from reprisals or victimization for whistleblowing in good faith.

New Policies

Procedure For Compliance with Laws Relating to Sanctions

Recently, Greenko introduced a new policy to ensure compliance with various sanctions. This policy helps employees and contractors comply with sanctions regulations and to comply with applicable economic, sectoral, financial, or trade sanctions laws, regulations, embargoes, or other restrictive measures adopted, enacted, imposed, administered, or enforced by applicable authorities.

Anti Bribery and Anti-Corruption Policy

Introduced the new policy to ensure compliance with various ABAC laws. This Policy sets forth the policy for Greenko regarding compliance with the aforementioned laws, and regulations, including the Prevention of Corruption Act, 1988 ("POCA"), the Prevention of Money Laundering Act, 2002, the US Foreign Corrupt Practices Act (FCPA), UK Anti-Bribery Act (UKBA), Mauritian Prevention of Corruption Act 2002, the Unfair Competition Prevention Act of Japan, and all applicable anti-bribery and corruption laws and regulations.

Employee Privacy and Data Protection Policy

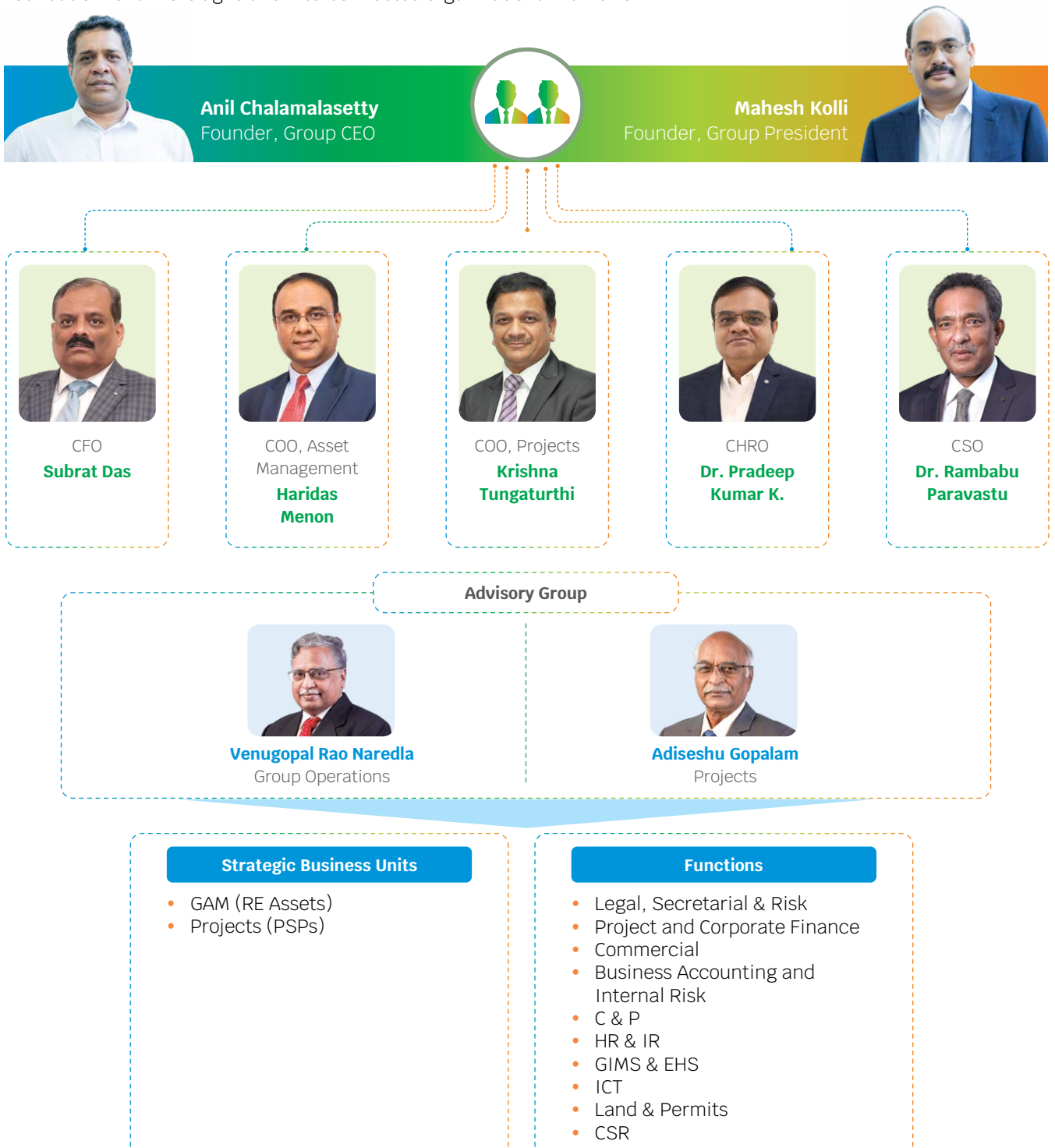
A new policy has been introduced to comply with the updated Data Protection Laws of India. This Policy sets out the guidelines for the Company to ensure the protection of the Personal Data of the employees, by determining the collection and processing of Personal Data and by establishing data protection measures.

Risk Management

Effective risk monitoring and management are essential to sustaining Greenko’s business, especially in the highly regulated and price-sensitive electricity markets. With a long-term investment outlook, Greenko adopts a risk-intelligent approach, regularly reviewed by the Board and management committee to guide strategic decisions.

Greenko’s Organisational Structure

Greenko is transitioning its organizational structure from a blend of lean and functional to a flatter and more matrixed model. This shift emphasizes cross-team collaboration and shared resource planning across projects, reflecting the company’s evolving approach to fostering greater flexibility and integration within teams. These changes lay the foundation for a more agile and interconnected organizational framework.



Risk Governance

Greenko recognizes that with every opportunity comes risk. To manage this, the company has established a robust risk management system, supported by a dedicated risk department. This system ensures the effective implementation of risk mitigation strategies. Governance is led by the management team and supported by legal, secretarial, and ESG functions, driving an integrated risk management process.

Risk Management Framework

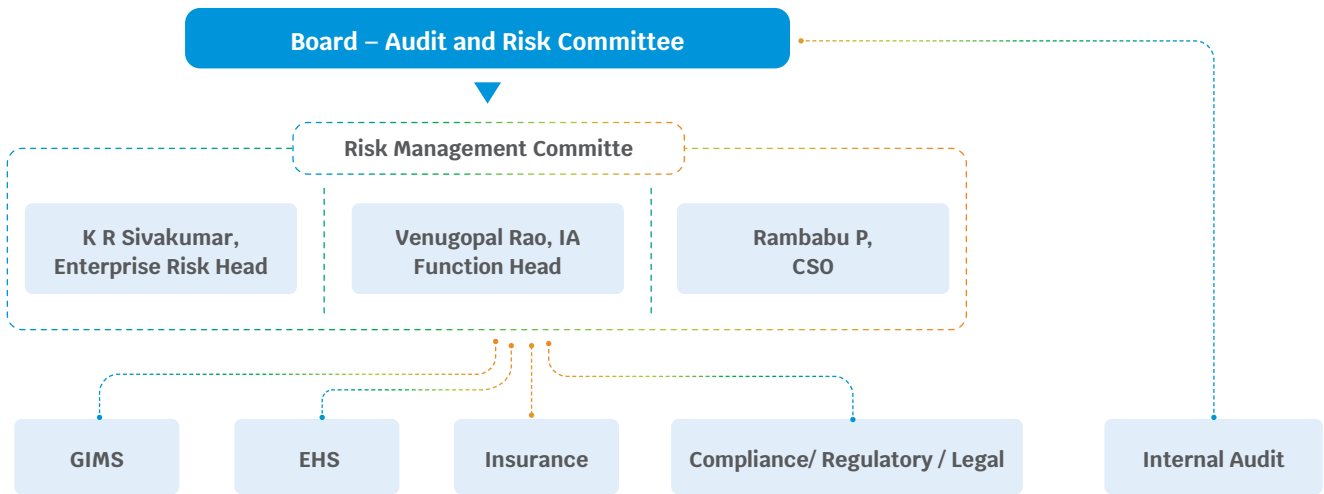
Greenko's Risk Management Framework (GRMF) incorporates principles from the Committee of Sponsoring Organizations (COSO) and the Operationally Critical Threat, Asset, and Vulnerability Evaluation (OCTAVE). The Board and audit committee periodically review these controls to ensure timely identification and management of risks. The GRMF is vital for tracking operational risks and achieving business objectives.

Before launching Pumped Storage Projects (PSP), Greenko ensures they align with the risk management framework. Decisions on size, timing, scale, and location of projects are subsequently made. Greenko's business objectives are closely tied to risk management, with strategies broken into sub-goals across various areas, including GAM, Commercial, Projects, and Procurement, ensuring a comprehensive approach to risk.

Following the direction by the Board, the Management team stewarding risk mitigation and management and the risk management structure at business operations is established.



Risk Governance Greenko



Role of Risk Management Committee

- To steer the implementation and operations of the enterprise wide risk management framework
- To promote adequate awareness and understanding of risk and control by the risk owners in order to safeguard stakeholders' interests and add value
- To review and update Risk Management Framework and support business continuity and value creation over the longer term.

The Risk Management team has identified key enterprise risks and developed mitigation and monitoring plans. The responsibilities for risk mitigation, monitoring and reporting are assigned.

Key Enterprise Risks Universe – Greenko

 Macro – Level Risks	 Industry – Level Risks	 Company – Level Risks
<ul style="list-style-type: none"> • Energy Price Volatility Risks • Interest Rate Fluctuations Risks • Forex Fluctuations Risks • Political Risks • Climate Risks 	<ul style="list-style-type: none"> • Discom Health Risks / Revenue Realization • Competition Risks • Regulatory Risks • Supply Chain Risks • Grid Planning / Availability Risks • Public hearing / Environmental / Land Risks 	<ul style="list-style-type: none"> • Statutory & Legal Compliance Risks • Force Majeure Events Risks • Project Construction / Execution Delays Risks • Environment, Health, Safety Risks • Sub-optimal Vendors / OEM's Performance / Support Risks • Cyber / Information Security Risks • Competency Development and Retention of Senior Leadership Team / Critical job positions • Long delayed / protracted legal proceedings • Integrity Risks – Bribery / Frauds / ML

Climate Risk Management

Greenko proactively identifies and assesses climate change risks across all its operational sites, focusing on both adaptation and mitigation to safeguard its operations from climate-related impacts.

Climate Risk Governance

Greenko's climate strategy encompasses two key areas:

- 1. Adaptation:** The company continually evaluates climate change impacts and adopts modern, flexible, and resilient systems to safeguard its operations.
- 2. Mitigation:** Greenko prioritizes reducing greenhouse gas emissions across its operations and value chain, aligning its growth strategy to reduce emissions in energy and industry, particularly in hard-to-abate sectors.

Climate Risk Assessment

In 2020, Greenko conducted an in-depth assessment of various climate change scenarios. These included the Indian government's policy shift towards renewable energy and physical climate scenarios like RCP 4.5. These insights guide the evaluation of new assets and technologies for climate resilience.

Climate Risk Categories

- 1. Physical Risk:** Greenko assesses the physical impacts of climate change on its assets and energy infrastructure, including potential disruptions in resource availability like wind, solar radiation, and water flow.




- 2. Transition Risk:** Risks associated with the global shift towards decarbonisation, including regulatory changes, market fluctuations, technological advancements, and reputational challenges.

Risk Mitigation Measures

Greenko employs the following strategies to mitigate climate-related risks:

1. Continuously monitor short-term climate variations (e.g., temperature, precipitation, wind speeds, and extreme weather events) and reinforce disaster prevention measures.
2. Protect assets and surrounding communities from shifts in resource patterns like wind, solar radiation, and river flows.
3. Secure weather insurance to protect assets against extreme weather events.
4. Commit to reducing greenhouse gas emissions in line with Greenko's Net Zero by 2040 plan.

Scenario Planning – Risks and Opportunities

	Heatwave/ Drought	Floods	Hailstorm	Windstorm Cyclones	Wildlife
	●	●	●	●	●
	●	●	●	●	●
	●	●			

Estimated Impact ● Higher ● Lower

ESG Framework

The company has identified critical Environmental, Social, and Governance (ESG) factors relevant to its business context, investor interests, and industry practices. The framework integrates systems for Environmental, Social, Governance, and Risk Management to effectively address these ESG factors:



Environment

Net Negative Carbon Footprint: Striving for a carbon-neutral or net-negative impact.

Adapt to and Harness Climate Change: Implementing climate-resilient and adaptive strategies.

Protect Biodiversity: Ensuring biodiversity preservation in operations.

Adopt Circular Approaches: Incorporating sustainable and circular economy models.

Diligent Environmental and Social Behaviour: Commitment to sustainable environmental and social practices.

Disclose Environment and Social Performance: Transparency in ESG-related disclosures.



Social

Empowered Workforce: Building a motivated and inclusive workforce.

Safety and Health First: Prioritizing the safety and well-being of employees.

Focus on Knowledge, Experience, and Retention: Emphasizing skill development and talent retention.

Investment in Training and Innovation: Fostering growth through education and innovation.

Customer Relationship Management: Strengthening connections with customers.

Responsible Supply Chain Management: Ensuring ethical practices across the supply chain.

Public-Private-People Partnership (PPPPs): Collaborating across sectors for societal benefits.

Employment and Wealth Generation: Creating jobs and contributing to economic growth.



Governance

Code of Conduct: Upholding strong ethical practices.

Whistleblower Policy: Ensuring transparency and accountability.

ESG Commitment: Integrating ESG principles across operations.

Independent and Diverse Board: Promoting diversity and independence in leadership.

Remuneration Policies: Fair and transparent compensation practices.

Risk Management: Proactive identification and mitigation of risks.

Information and Cyber Security: Safeguarding data integrity and privacy.

Materials and Fair Disclosure: Ensuring accuracy in disclosures.

Related Party Transactions: Managing related-party dealings responsibly.

Tax Transparency: Promoting transparency in tax-related matters.

Integrated Management System

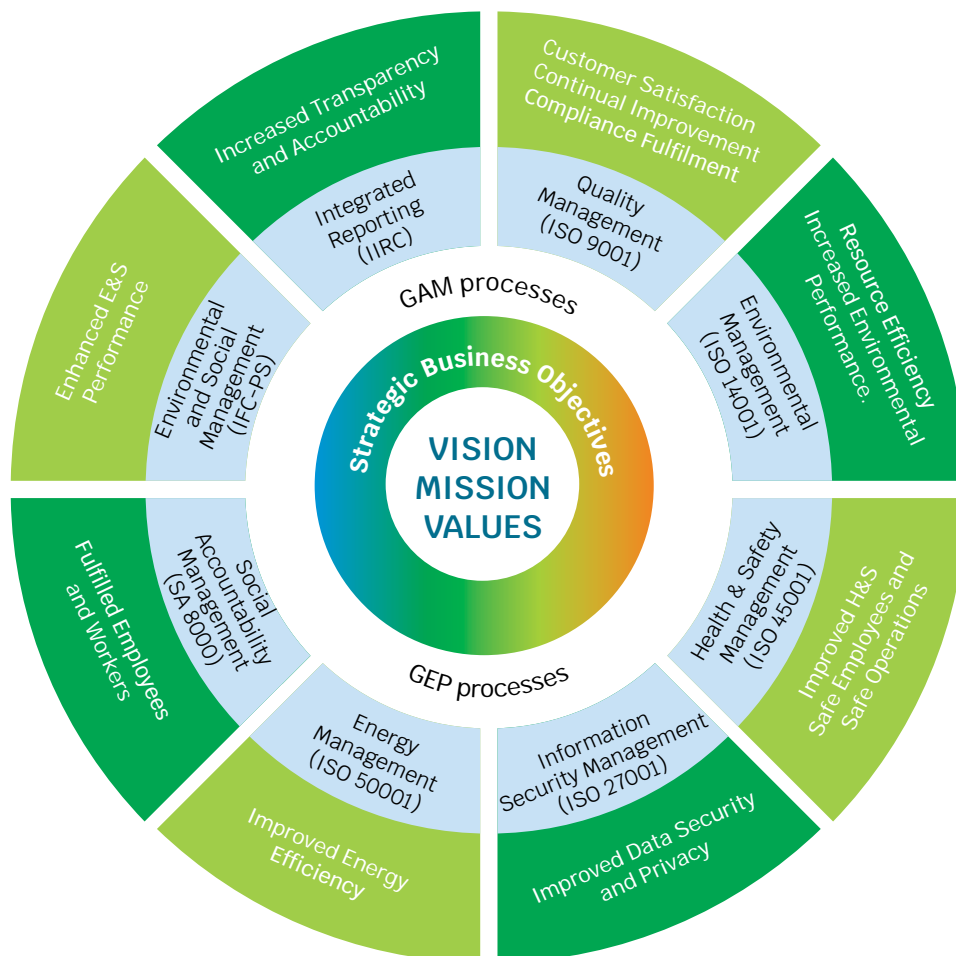
Greenko Group has developed and continuously updates its Greenko Integrated Management System (GIMS) to deliver top-tier solutions while ensuring superior sustainability, occupational health and safety (OHS), and information security standards.

GIMS integrates the following frameworks:

- Quality, Environment, Health & Safety, Information Security, Energy, and Social Accountability Management Systems (QEHS-IS-En-SA) in alignment with ISO standards.
- Environmental and Social Management Systems (ESMS) in compliance with the IFC Performance Standards.
- Integrated Reporting, fulfilling the requirements of the International Integrated Reporting Council (IIRC) and Global Reporting Initiative (GRI).

GIMS Achievements:

- Greenko's 81% of operational sites have been certified by BV for ISO 9001:2015, ISO 14001:2015, ISO 45001:2018.
- Greenko's 9% of operational sites have been certified by DNV-GL for ISO 27001:2022.
- Greenko Energy Project Limited (GEPL) is both IMS certified ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISMS ISO 27001:2022 certified.



Stakeholder Engagement & Materiality Assessment

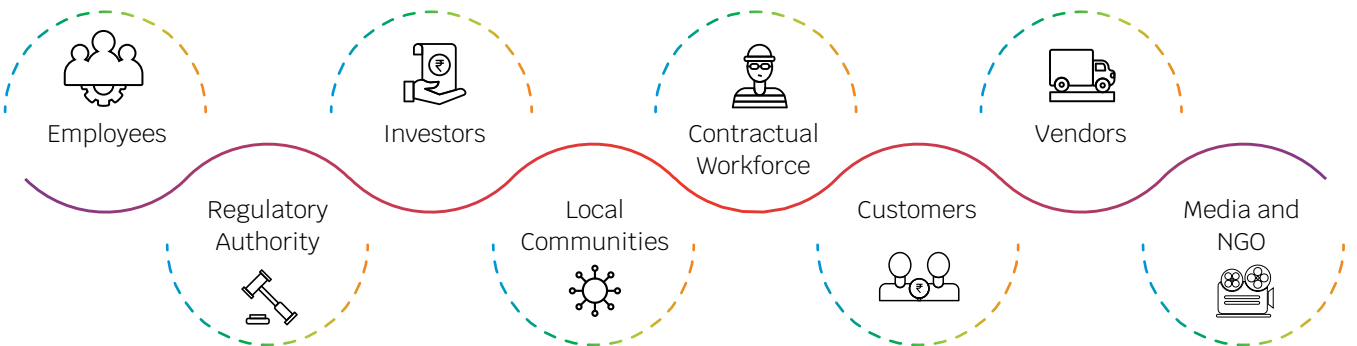
Stakeholder Engagement

Approach to Stakeholder Engagement

Greenko recognizes its stakeholders as essential partners in its business success. By fostering open communication with both internal and external stakeholders, Greenko establishes shared values, proactively identifies risks and opportunities, and collaboratively develops best practices.

This commitment to stakeholder engagement ensures positive outcomes not only for the company and its shareholders but also for all stakeholders contributing to Greenko’s journey.

Greenko’s Stakeholders



Grievance Redressal Mechanism

At Greenko, the grievance redressal mechanism for stakeholders is designed to promptly address and resolve any issues or concerns raised by stakeholders. This mechanism ensures that all stakeholders, including investors, employees, local communities, and regulatory bodies, have accessible channels to voice their grievances. It includes a robust whistle-blower mechanism, contact points, online portals and direct communication with designated personnel.

Upon receiving grievances, Greenko systematically reviews and investigates the complaints as necessary. The process aims to provide fair and timely resolutions that align with ethical standards and regulatory

requirements. By addressing grievances effectively, Greenko enhances transparency, fosters trust, and strengthens its relationships with stakeholders. This approach is integral to Greenko’s commitment to responsible business practices and sustainable stakeholder engagement.



▲ Regional Office, Bangalore

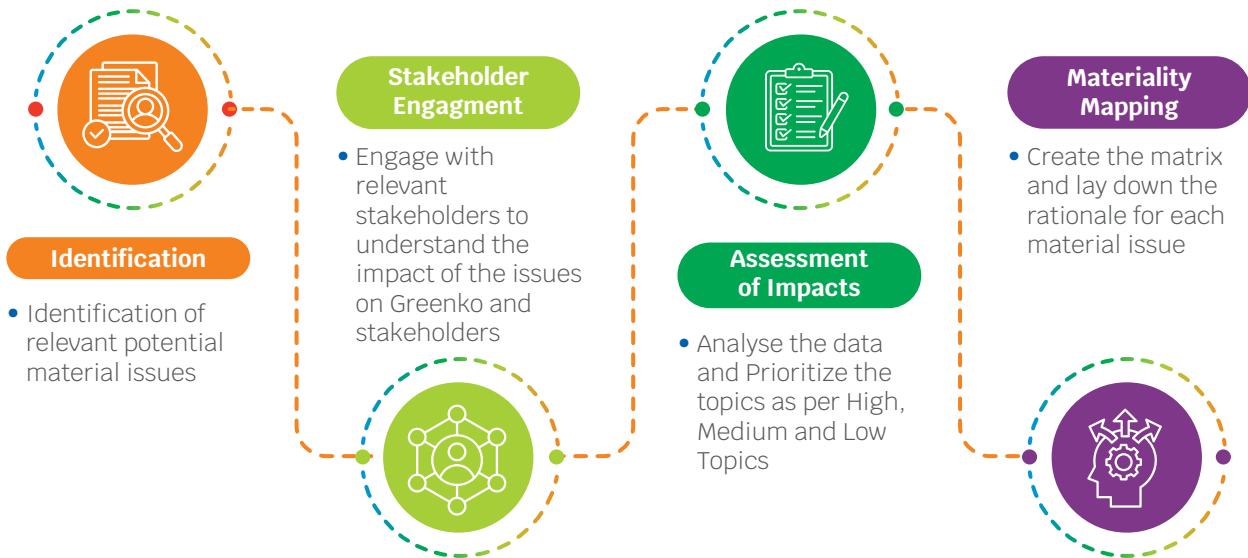
Materiality

Greenko Group’s materiality analysis is a vital process that enables the company to identify and assess material issues impacting its ability to create sustainable value in the short, medium, and long term. By addressing these material issues based on their impact on the company’s strategy and goals, Greenko can effectively manage risks and integrate sustainability into its business practices while capitalizing on new market opportunities.

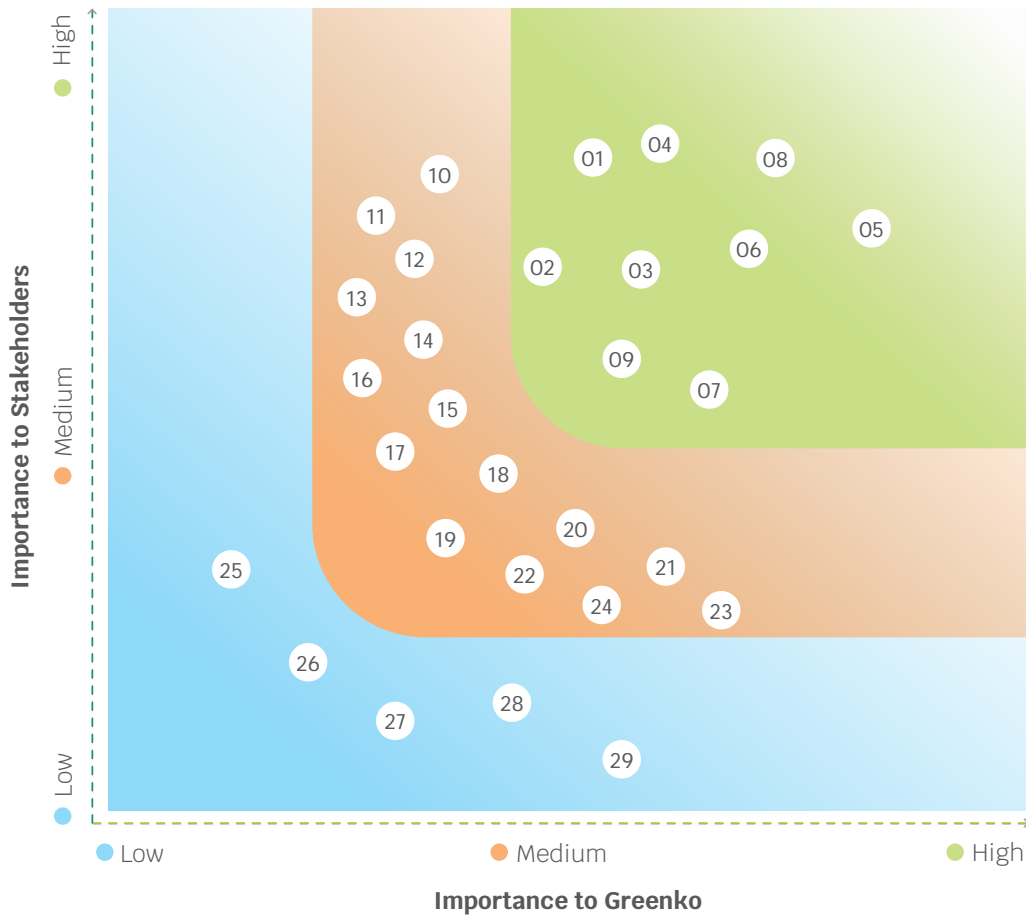
The results of this analysis are presented in a materiality matrix, which helps pinpoint and define the issues that significantly affect Greenko Group’s operations. The methodology for this assessment was developed in line with several international standards, including the Global Reporting Initiative (GRI) and the SDG (Sustainable Development Goals) compass. These frameworks assist companies in aligning their strategies with the United Nations Sustainable Development Goals (UNSDGs).

At Greenko, materiality assessment is regarded as an essential strategic business tool. It helps the company navigate the complex risks, expectations, and opportunities presented by society. This practice ensures that Greenko creates and delivers shared value in the long run, reinforcing its commitment to sustainable development and responsible business practices.

Materiality Assessment Process



Materiality Mapping









Material Topics

High Priority	Medium Priority	Low Priority
1. Economic Performance	10. Stakeholder Engagement	25. Energy Management
2. Energy storage value pools	11. Regulatory Compliances	26. Succession Planning
3. Excellence, Adoption, and Management of Assets and Projects	12. Risk Management	27. Grievance Mechanism
4. Health and Safety	13. Diversity	28. Land Management
5. Community Development Initiatives	14. Waste Management	29. Sustainable Partnerships
6. Innovation and Technology Adoption	15. Talent Acquisition and Retention	
7. Public Policy Advocacy	16. Skill Enhancement	
8. Climate Proof ng	17. Employee Welfare	
9. Regenerative and Circular Value Pursuit	18. Employee Engagement	
	19. Transparency	
	20. Anticorruption	
	21. Sustainable Supply Chain Management	
	22. Human Rights	
	23. Life Cycle Management	
	24. Biodiversity	

Material topics	Significance	SDG Connect	Linkage
High priority			
Economic performance	Inclusive Economic growth leading to a sustainable business benefiting all the stakeholders including the communities		Financial
Energy storage value pools	Round the clock flexible & schedulable power via Intelligent Energy Platforms	  	Manufactured
Excellence, adoption and management of assets and projects	Continuous performance improvement of GAM functions for acceleration of the transition of energy systems for integration of RE into grid & enhancing reliability by providing energy storage solutions		Financial
Health and safety	Skill Enhancement Trainings with health & safety as the prime concern extended to value chain partners as well ensuring zero hazard scenario		Social and Relationship
Community development initiatives	Inclusive development of the communities, encouraging communities to appreciate preservation of natural resources, appreciate clean energy & secure employment in power sector	 	Social and Relationship
Innovation and technology adaptation	Conceptualisation of an innovation engine to build world's largest energy storage cloud platform to aid in transitioning to low carbon economy		Intellectual
Public policy advocacy	Public policy advocacy to bring visible changes to the ecosystem and act as a change agent to drive ahead special targets pertaining to build and operate multiple IRESs. with storage capacity up to 100 GWh		Human
Climate proofing	Climate risk assessment & management, systematic analysis of climate trends/events to identify, minimise and manage the climate impacts on projects / assets		Natural
Regenerative and Circular Value Pursuit	To harness overall organic and inorganic growth by embracing circular and regenerative thinking as a way of business	 	Natural
Medium priority			
Stakeholder engagement	The establishment of effective two-way communication with the stakeholders to create and maintain enduring relationships with stakeholders for meeting their expectations, & effectively responding to stakeholder concerns		Social and Relationship
Regulatory compliances	Compliance on regulatory, environmental & risk management issue to drive business sustainably		Financial

Material topics	Significance	SDG Connect	Linkage
Risk management	An integrated enterprise-wide perspective of risk management practices and the board and management accountability for the Company's risk management – an essential ingredient of sustainable business and continuance of stakeholder trust		Intellectual
Diversity	Diversity and inclusion amongst the workforce are core to Greenko's business. Diversity at the workplace is a virtue that can generate more visible benefits in the long run, since a diverse workforce displays a better decision-making ability and strong work culture	 	Human
Waste management	Circular economic practices are the key element for driving sustainable development. The Company's waste management practices adhere to the principles of Environmental and Social Management System which requires conformance to legal requirements along with the reduction in waste generation through reuse or recycle, whenever possible via the ESMS mandate	  	Natural
Talent acquisition and retention	Talent acquisition that is not limited to Campus hiring but complemented by grooming the employees to rise to the next level by acquiring the desired competencies keeping in view succession planning	  	Human
Skill enhancement	Identification of topics for training through the training need identification process (TNI) of HR and planning training programs to boost the team to work effectively and efficiently at various locations. Seeking continuous feedback from the teams for any additional topics for training on a continuous basis		Human
Employee welfare	Employee welfare across all projects and plant locations are taken care of by the HR function. Children of employees pursuing vocational training are given a fixed remuneration by the Company and the workforce is encouraged to pursue higher education. The Company also lays emphasis on the education of employee children and contributes to the education of selected children.	 	Human
Employee engagement	Employee engagement in a structured manner has a significant improvement in employee productivity, keeping them motivated reducing attrition rates as well		Human
Transparency	Transparency & accountability, both in financial and non-financial matters to continue enjoying the trust of all stakeholders and achieve business goals responsibly		Social and Relationship

Material topics	Significance	SDG Connect	Linkage
Anti-corruption	Sound compliance mechanisms via good governance to ensure a productive work culture	 	Financial
Sustainable supply chain management	Reduce risk of non-compliance with social and environmental requirements by conducting regular audits, handholding exercises and evaluation of suppliers based on ESG	 	Social and Relationship
Human rights	Establish robust mechanism to track human right violations, sexual harassment, and employee grievance redressal mechanism for an empowered workforce	 	Human
Life cycle management	Greenko has explored circular value pools across its business by deploying a life cycle approach to business. The circularity at Greenko is harnessed at three levels, shared business models, managing end of life & circular choices	 	Manufactured
Biodiversity	Conduct Environmental and Social Impact Assessment (ESIA) to understand project impacts on biodiversity. Take steps to restore and improve biodiversity in project affected areas and other critical regions in alliance with partners public-private-people initiative	 	Natural

Low priority

Energy management	Greenko is committed to circular economic approaches, the business model of pumped storage combined with an intelligent energy platform has been deployed as a sharing platform for storage and energy management. It would offer energy and energy plus services to multiple customer groups viz., distribution companies, RE generators, Grid, and Industry.		Natural
Succession planning	Greenko has a firm and robust succession planning system, wherein potential successors earmarked for critical roles are identified and groomed. The Leadership Team at Greenko is equipped with multi-faceted domain and functional expertise and extensively works to develop vertical as well as functional teams to aid in effective succession planning, as per business requirements		Human
Grievance mechanisms	Establish a robust whistle blower mechanism to address the grievances of all stakeholders for a safe work culture	 	Human
Land management	Proactively preserve the land resources in the regions of operations	 	Natural
Sustainable partnership	Sustainable partnerships to gain sustainable returns (financial and socio-environmental)		Social and Relationship

Value Creation through Missions

Message from CSO

The purpose of the business at Greenko is to accelerate energy transition and industrial transformation and contribute to sustainable development. We are pursuing the business goals congruent to SDG 7&13 and contributing positively to other sustainable development goals.



As we reflect on our journey towards sustainability, we acknowledge the advances Greenko has made in embedding Environmental, Social, and Governance (ESG) principles into the core of our operations. Our ten Mission Teams have been instrumental in translating our sustainability vision into actionable outcomes, driving significant progress across various facets of our business.

From our Climate & Energy mission, which has spearheaded efforts to achieve net-zero emissions, to our Water mission, dedicated to achieving water neutrality, each initiative underscores our commitment to a sustainable future. The success stories of renewable energy adoption for auxiliary power and proactive water management highlight our innovative approach to tackling environmental challenges.

Our dedication to biodiversity conservation, waste management, and the circular economy further exemplifies our holistic approach to sustainability. By repurposing non-functional wind blades and implementing the “Repair, Don’t Waste” initiative, we have not only minimized waste but also fostered a culture of resource efficiency and innovation.

The emphasis on Diversity, Inclusion, Respect & Equity has strengthened our organizational culture, ensuring that every employee feels valued and empowered. Our Stakeholder Engagement mission has built robust relationships with our communities, investors, and other stakeholders, fostering trust and collaboration.

Capability Enhancement and Health and Safety remain at the forefront of our priorities, ensuring that our

workforce is skilled, knowledgeable, and safe. Through continuous innovation and excellence, we are setting new benchmarks in the energy sector, while our Sustainable Supply Chain mission ensures that our procurement practices align with our sustainability goals.

As we move forward, Greenko remains steadfast in its commitment to driving positive change and contributing to global sustainability goals. Our integrated ESG strategy not only creates long-term value but also positions us as leaders in the just energy transition. Together, we are building a more sustainable and equitable future for all.

Thank you for being part of this journey.

Dr. Rambabu Paravastu
Chief Sustainability Officer

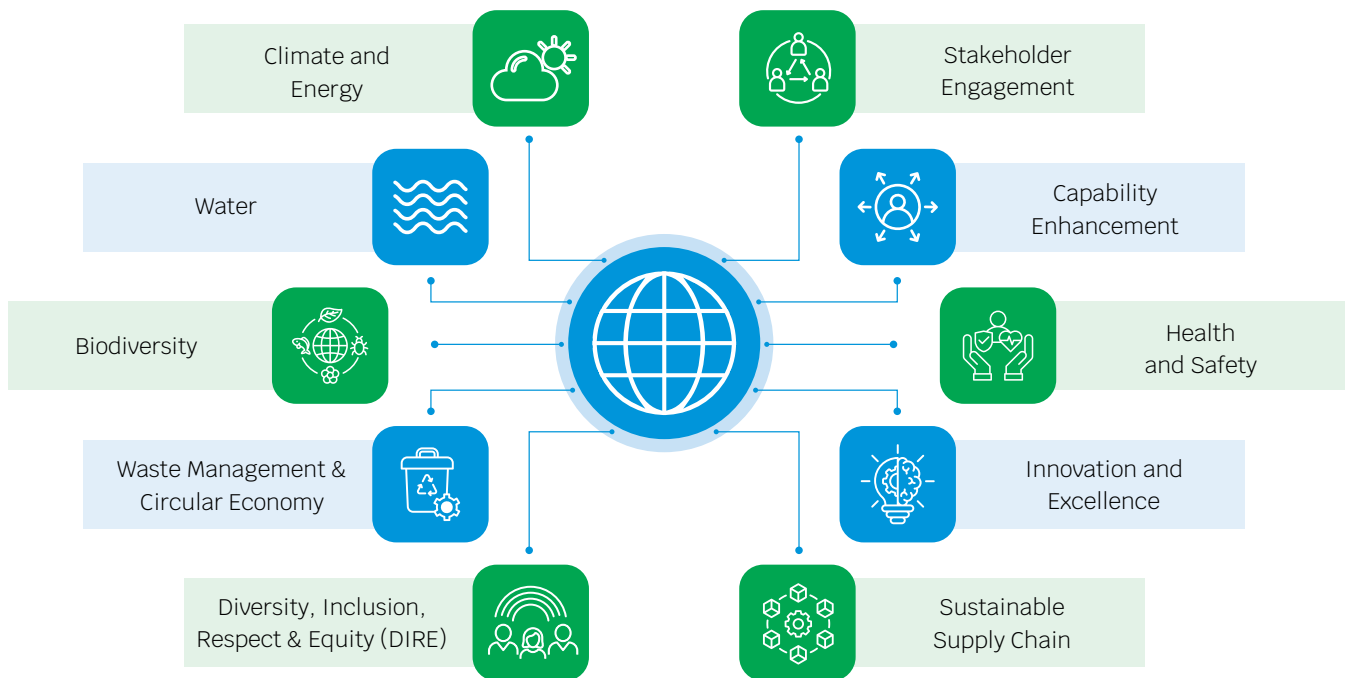
Introduction to Greenko's Missions

Greenko's comprehensive ESG (Environmental, Social, and Governance) framework embeds sustainability into every facet of its operations. This approach ensures that the company remains focused on energy transition and decarbonisation. Socially, Greenko is committed to maintaining fair labour practices, and fostering a diverse, inclusive workforce and responsible supply chain. In terms of governance, Greenko emphasizes transparency, ethical business conduct, and robust risk management. Through this integrated ESG strategy, Greenko not only creates long-term value but also aligns itself with global sustainability goals, driving the transition to a more sustainable energy future.

Central to advancing the sustainability performance in operations are Greenko's ten Mission Teams, each focusing on critical areas of sustainability.

These teams work collectively to reinforce Greenko's ESG priorities and further its leadership in the clean energy sector. Notably, their activities also align with Greenko's

objective of accelerating change – storage, stability and sustainability. These mission teams are actively translating the company's sustainability vision into action.



Mission 1

Climate & Energy



Greenko is committed to mitigating climate change by reducing its carbon footprint and advancing renewable energy solutions. The Climate & Energy mission focuses on increasing the adoption of clean energy technologies, improving energy efficiency, and adopting innovative solutions to reduce greenhouse gas emissions (Scope 1 & 2). By leading the transition to a low-carbon economy, Greenko aims to contribute significantly to global climate goals.



Mission Champion:
Mr. Seshagiri Rao N

Targets

- Achieve Scope 2 net zero emissions by 2025
- Achieve Scope 1 net zero emissions by 2030
- Achieve Scope 3 net zero emissions by 2040

Success Story

Renewable Energy for Auxiliary Power at Wind Sites in Andhra Pradesh

Context

In alignment with Greenko's vision for decarbonisation and achieving net-zero targets, Greenko Anantapur Wind Pvt. Ltd. and Skeiron Renewable Energy Amidyala Ltd., located in Andhra Pradesh, took a significant step by replacing **4.3%** auxiliary power consumption with renewable energy (RE) sources. This initiative, launched in May 2023, directly contributes to **SDG 7** (Affordable and Clean Energy) and **SDG 13** (Climate Action), by advancing the use of renewable energy and reducing GHG emissions. The initiative also impacts **Natural Capital** through a cleaner energy transition that supports Greenko's overarching sustainability objectives.

Challenge

Wind energy sites, while generating clean power, still require auxiliary power for operations such as controlling turbine functions, monitoring systems, and maintaining site facilities when the wind

farm is not generating power. Traditionally, these auxiliary operations have been powered by grid electricity, which is often considered/ sourced from non-renewable energy, leading to **1,215.3 tCO₂e of GHG emissions**. The reliance on fossil fuel-based grid power contributed to negative impacts **on Natural Capital, challenging** the achievement of **SDG 12** (Responsible Consumption and Production) by fostering unnecessary carbon emissions and unsustainable resource use.

Solution

As part of its decarbonisation strategy, Greenko initiated a project to replace the auxiliary power consumption at both Greenko Anantpura Wind Energies Pvt. Ltd. and Skeiron Renewable Energy Amidyala Pvt. Ltd. with renewable energy sources. The sites transitioned their internal power requirements amounting to **14,29,500 kWh of auxiliary power** to locally generated renewable energy, using dedicated solar energy generation to power auxiliary operations through an

open access mechanism. This shift contributes directly to **SDG 7** (Affordable and Clean Energy), ensuring that the power needs of the wind sites are met sustainably. It also represents a strategic use of **Infrastructure Capital** and **Natural Capital** to advance **SDG 9** (Industry, Innovation, and Infrastructure), which encourages building resilient and sustainable infrastructure.

Implementation

The switch to renewable auxiliary power was carefully planned to ensure seamless integration with the existing systems. Starting in May 2023, both sites employed **3.2 MW from Solar power** as a renewable source for internal electricity needs. This change was facilitated by leveraging available renewable energy infrastructure, optimizing resource use, and avoiding dependence on external non-renewable power sources. This strategic move highlights a positive contribution to both **Natural Capital** and **Manufactured Capital**, while promoting SDG 12 by fostering responsible resource

use and production. Additionally, Greenko is committed to gradually transitioning to 100% renewable energy for auxiliary consumption through a phased approach, which supports **SDG 13** by mitigating the impacts of climate change.

Impact

The transition to renewable auxiliary power has resulted in tangible environmental and operational benefits, contributing to **Natural Capital** and **Manufactured Capital**. Key outcomes of the initiative, which align with **SDG 13**, include:

- **GHG Emissions Reduction:** By replacing auxiliary power with renewable energy, both

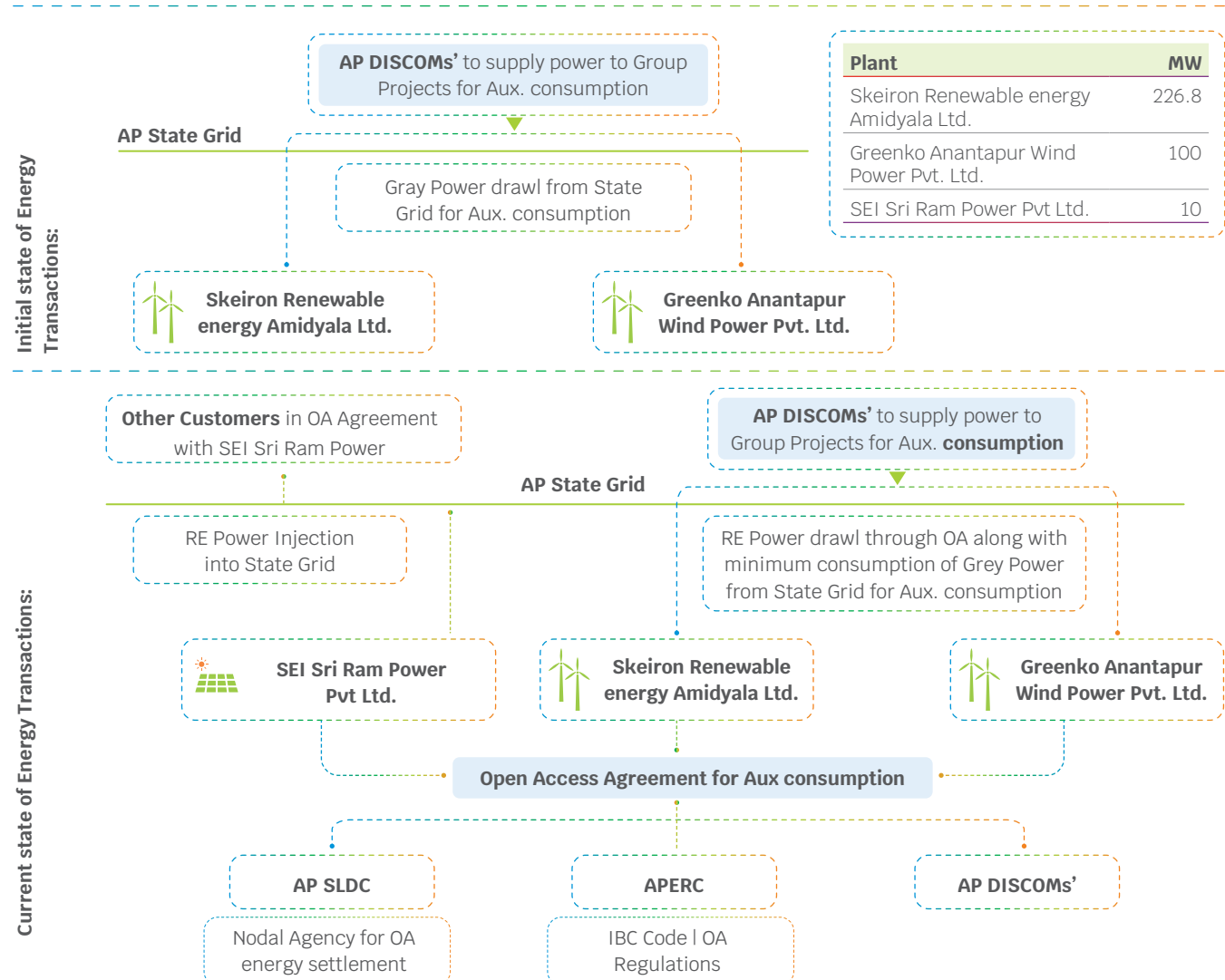
wind sites have reduced their Scope 2 emissions by **57.4 tons of CO₂e in FY 23-24**, directly contributing to **SDG 13** (Climate Action).

- **Renewable Energy Generation:** Over FY 23 –24, the two sites have used **62 MWh** of renewable energy for auxiliary purposes, replacing non-renewable grid power, thus advancing **SDG 7** (Affordable and Clean Energy).
- **Alignment with Climate Goals:** This initiative supports Greenko’s broader commitment to climate action by reducing the carbon footprint of auxiliary power consumption by **4.7% in FY 2023-24 from FY 2022-23**, in line with **SDG 13**.

Conclusion

The successful implementation of renewable energy for auxiliary power at Greenko Anantpura Wind Energies Pvt. Ltd. and Skeiron Renewable Energy Amidyala Pvt. Ltd. reflects Greenko’s dedication to sustainability and leadership in driving climate-positive actions. By reducing emissions and promoting renewable energy use, this initiative contributes to **SDG 7, SDG 9, SDG 12, and SDG 13**. The case demonstrates how strategic initiatives like these can significantly contribute to decarbonisation efforts, resulting in 57.4 tCO₂e of emission reductions and advancing the transition to a low-carbon economy while enhancing **Natural Capital and Manufactured Capital**.

Energy Transaction for Auxiliary consumption:



Initiative**Exploring Alternatives to SF₆ in Renewable Energy Operations**

Greenko is actively phasing out SF₆ in its renewable energy projects to mitigate its environmental impact, recognizing SF₆'s GWP is 23,500 times that of CO₂. With a total installed capacity of over 10 GW of near term operational capacity and 824 SF₆ units across its 3.88 GW sites, the company is collaborating with suppliers and conducting research to identify SF₆-free alternatives, such as

air-insulated switchgear, vacuum interrupters, and low-GWP gases.

Beginning with a phased rollout in 2025, Greenko is also prioritizing workforce training and supply chain readiness to ensure a smooth transition, reinforcing its commitment to achieving net-zero Scope 1 emissions by 2030 and strengthening its leadership in sustainability.

In alignment with global regulations and the Ministry of Power's SF₆ inquiry, Greenko plans to deploy approximately 320 SF₆-free units by 2027, subject to availability. This initiative aims to significantly reduce SF₆ usage and cut CO₂-equivalent emissions by 2030.



▲ Greenko Rayala Wind Power Pvt. Ltd, Andhra Pradesh

Mission 2

Water

Water is a vital resource and is an important element of our business operations and value creation. Greenko's Water Neutrality mission is dedicated to ensuring the sustainable management of water resources. This team implements water conservation measures, promotes efficient water use, and invests in technologies that enable water recycling and reuse. Greenko's goal is to achieve water neutrality by balancing water consumption with replenishment efforts, thus safeguarding water availability for future generations.



Mission Champion:
Mr. Ramprasad N



Targets

- Achieving Water Neutrality at all sites and corporate offices by 2028.
- Reduction in water consumption by 10% each year across our assets and offices till 2027.
- Recycling of sewage at 20 sites each year till 2028.
- Recharging of ground water sources.

Success Story

Achieving Water Neutrality through Proactive Water Management

Addressing Water Scarcity as a Strategic Priority

At Greenko Group, water scarcity is recognized as a critical environmental and operational challenge, particularly in the regions where we operate. As part of our commitment to sustainability, achieving water neutrality is central to our water management strategy. This approach focuses on balancing our water consumption with replenishment, ensuring a net positive impact on local water resources, thereby contributing to **Natural Capital**. This initiative directly aligns with **Sustainable Development Goal (SDG) 6: Clean Water and Sanitation**, which emphasizes the sustainable management of water resources and access to water for all.

Comprehensive Water Audits and Risk-Based Approach

To ensure the highest water management standards, Greenko enlisted the expertise of certified water auditors to assess 10 of our key operational sites, including both solar and wind energy operations. These audits were conducted through a risk-based approach, combining qualitative and quantitative assessments of water usage, and leveraging calculations of Water Debit and Water Credit based on the performance of Rainwater Harvesting (RWH) structures, thereby enhancing **Intellectual Capital**. This approach also contributes to **SDG 12: Responsible Consumption and Production**, as it promotes the efficient use and management of natural resources.

Achievement of “Water Positive” Certification

As a result of these comprehensive water audits, four sites successfully achieved Water Positive certification. These sites not only neutralized their water consumption but also contributed positively by recharging the water table more than they consumed. The highest water neutrality ratio recorded was an impressive 39.55, a testament to our proactive measures in managing **Natural Capital**.

The following sites achieved the “Water Positive” status:

- **Achintya Solar Power Pvt. Ltd.** – Water Neutrality Ratio: 39.55
- **Vyshali Energy Pvt. Ltd.** – Water Neutrality Ratio: 3.20
- **Zuvan Energy Pvt. Ltd.** – Water Neutrality Ratio: 2.49
- **SEI Aditi Power Pvt. Ltd.** – Water Neutrality Ratio: 1.29

These numbers indicate significant progress, particularly at Achintya Solar Power, where the water neutrality ratio far exceeds industry benchmarks. These efforts contribute to **SDG 6: Clean Water** and Sanitation and **SDG 13: Climate Action**, as responsible water management and replenishment play a key role in mitigating climate impacts.

Implementation of Water Management Recommendations

The remaining six audited sites are actively implementing recommendations provided by the auditors to further improve their water management practices. These initiatives are part of an overarching strategy that includes ongoing hydrogeological studies, expansion of rainwater harvesting, and modification of existing water structures to enhance their efficiency, ultimately strengthening both **Natural Capital** and **Manufactured Capital**. In addition, watershed restoration projects have been integrated into our water neutrality efforts, ensuring that our operations contribute positively to local ecosystems and **Social and Relationship Capital**. These initiatives also support **SDG 15: Life on Land**, as they contribute to the restoration of ecosystems and promote sustainable land and water management.

Broadening the Scope for Full Water Neutrality

Building on this success, Greenko is expanding the scope of its water neutrality efforts by incorporating audits of 19 additional sites across our wind, solar, and

hydro verticals. This broadened scope will further advance our progress towards full water neutrality across all operations, reinforcing our commitment to responsible management of Natural Capital. This expansion aligns with **SDG 9: Industry, Innovation, and Infrastructure**, as it drives sustainable innovation in operational processes.

Impact and Commitment to Sustainable Water Management

Greenko's focus on responsible water stewardship has already yielded substantial benefits for both the environment and the communities where we operate. Our efforts have significantly reduced our water consumption and increased water

replenishment, ensuring that we remain on track to achieve water neutrality across all sites. This ongoing commitment also demonstrates our leadership in conserving **Natural Capital** while strengthening **Social and Relationship Capital** with communities and stakeholders, furthering progress towards **SDG 6: Clean Water and Sanitation** and **SDG 11: Sustainable Cities and Communities**.

Greenko's journey towards water neutrality reflects our long-term commitment to sustainable water management and positions us as a leader in environmental stewardship within the renewable energy sector, contributing meaningfully to all relevant **Capitals** and **SDGs**.



▲ SEI Aditi Power Pvt. Ltd, Karnataka



▲ Vyshali Energy Pvt. Ltd, Karnataka

Mission 3 Biodiversity



Recognizing the importance of preserving natural ecosystems, the biodiversity mission works to protect and enhance biodiversity in areas where Greenko operates. This team collaborates with environmental organizations to implement conservation projects, restore habitats, and monitor biodiversity health. Greenko aims to minimize its impact on natural habitats and contribute to the preservation of global biodiversity.



Mission Champion
Mr. Sharat Chandra
Rao G

Targets

- To improve habitats for local fauna at 10% of operational sites each year till 2030 and continue the activity.
- To conserve local floral diversity at 10% of operational sites each year till 2030 and continue the activity.
- To promote education and public awareness on biodiversity at 10% of operational sites each year till 2030 and continue the activity.
- To support conservation and restoration of habitats for safeguarding the identified threatened species near to our present and prospective operational areas.

Initiative

Biodiversity Conservation and Management: A Core Element of Greenko's Sustainability Strategy

As part of Greenko's dedication to sustainable business practices, we are proud to be a Business Signatory to the **India Business and Biodiversity Initiative (IBBI)**. This initiative not only aligns with our sustainability strategy but also directly contributes to value creation across the IIRC's six capitals while supporting several UN Sustainable Development Goals (SDGs).

Strategic Long-Term Vision:

Greenko has set both short-term and long-term objectives for biodiversity conservation and natural resource management, contributing to the enhancement of **Natural Capital**. By fostering sustainable resource management, habitat conservation, and biodiversity restoration, we align with SDG 12 (Responsible Consumption and Production), minimizing biodiversity impacts and supporting ecosystem health. These efforts help create a balance between operational growth and environmental stewardship, further enriching **Social and Relationship Capital** through stakeholder engagement and community initiatives.

Value Creation and Sustainable Development:

Our sustainability policy, which addresses key biodiversity concerns, drives value creation across

all relevant **IIRC Capitals**. By embedding biodiversity considerations into business decision-making and environmental management, we enhance **Intellectual Capital** through innovative practices in biodiversity screening and management. Greenko's initiatives, aligned with SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land), bolster **Natural Capital** by mitigating climate change impacts and protecting ecosystems.

These efforts also enhance **Human Capital** through knowledge-sharing, education, and awareness campaigns related to biodiversity. Furthermore, Greenko's integration of biodiversity into business strategy helps build resilience and operational efficiency, thus reinforcing **Manufactured** and **Financial Capital** by ensuring sustainable growth while minimizing environmental risks.

Through these initiatives, Greenko continues to strengthen its **Natural**, and **Social and Relationship Capitals**, driving sustainable growth that benefits both our investors and the planet. This integrated approach to biodiversity management reaffirms our commitment to achieving responsible business success while contributing to the broader SDGs for a more sustainable and equitable future.

Mission 4

Waste Management & Circular Economy



Greenko is committed to minimizing waste generation and promoting a circular economy. The Waste Management & Circular Economy mission focuses on reducing waste at source, enhancing recycling efforts, and developing sustainable waste management practices. By adopting circular economy principles, Greenko aims to transform waste into valuable resources, thereby reducing environmental impact and promoting resource efficiency.



Mission Champion
Mr. Ravi Shankar DVB

Targets

- To adopt and promote circular economy approach throughout sites and offices by March 2025 progressively
- Eliminating Single-Use Plastic by Dec 2025
- Recycling and Repurposing Renewable Energy Assets by 2029

Success Story

Repurposing Non-Functional Wind Blades

Background:

Greenko is deeply committed to sustainability across its renewable energy operations, focusing on the end-of-life management of wind blades. These non-functional blades, made primarily from composite materials, pose recycling challenges using conventional methods. In alignment with the United Nations Sustainable Development Goals (SDGs) and the IIRC's capitals framework, Greenko launched an initiative to recycle and repurpose decommissioned wind blades, advancing a circular economy approach and reducing environmental impact.

Challenge:

As wind blades age or become obsolete due to wear, damage, or technology upgrades, their disposal poses significant

environmental challenges. Composite materials are difficult to recycle, leading to potential landfill accumulation. Greenko's objective was to avoid such outcomes by finding a sustainable solution for repurposing these blades, aligned with the management of its Natural and Manufactured Capitals.

Approach:

To tackle this challenge, Greenko established a partnership with an authorized recycling vendor specializing in composite materials. The approach not only recovered valuable materials but also promoted social benefits by donating portions of the blades, free of cost, to local fishing communities, who repurposed them into boats. This circular economy initiative followed several key steps:

1. Collection and Transport: Greenko identified and collected non-functional wind blades from two project locations:

- 29 wind blades from Ratnagiri Wind Power Projects Pvt. Ltd.
- 3 wind blades from Greenko Rayala Wind Power Pvt. Ltd.

A total of **183,810 kg** of wind blades were transported to an authorized recycling vendor, preventing landfill accumulation and contributing to Greenko's Natural Capital (**GRI 301: Materials**).

2. Dismantling and Material Recovery:

At the recycling facility, the blades were dismantled to recover valuable materials, such as mild steel, aluminium, and plastic. These materials were sent to authorized recyclers

and manufacturers for further reuse, advancing circularity and contributing to Manufactured Capital (**GRI 301: Materials**). This process aligns with **SDG 12 – Responsible Consumption and Production**.

3. Repurposing of Remaining Blades by Local Communities:

For the portions of blades that could not be fully recycled, Greenko facilitated their donation to local fishing communities. These communities, with Greenko’s support, repurposed the blades into durable boats. The donation of these materials free of cost contributed to local economic growth and supported Social and Relationship Capital (**GRI 413: Local Communities, SDG 8 – Decent Work and Economic Growth**).

Results:

Waste Diverted from Landfills:

A total of **183.81 metric tons** of composite materials were diverted from landfills, minimizing the environmental footprint and

contributing to Greenko’s Natural Capital (**GRI 306: Waste, SDG 12 – Responsible Consumption and Production**).

Materials Recovered for Circularity:

Recovered materials such as mild steel, aluminium, and plastic were reintroduced into the production cycle through further authorized recyclers, advancing circular economy practices (**GRI 301: Materials, SDG 12**).

Support to Local Communities:

Wind blades that were not fully recyclable were provided free of cost by the authorized recycler to local fishing communities, who repurposed them into boats. This initiative enhanced local livelihoods and economic activities, contributing to Social and Relationship Capital (**GRI 413: Local Communities, SDG 8**).

Outlook:

Greenko aims to expand this initiative by identifying more decommissioned wind assets for

recycling and repurposing. By 2025, the company plans to achieve 100% recycling or repurposing of its decommissioned wind blades, reinforcing its commitment to circular economy principles (**GRI 301: Materials, GRI 306: Waste**).

Conclusion:

This case study exemplifies Greenko’s commitment to circular economy practices. By recovering materials from decommissioned wind blades and donating non-recyclable portions to local communities, Greenko has reduced environmental impact while supporting economic growth. This sustainable waste management solution enhances Greenko’s contributions to Natural, Manufactured, and Social and Relationship Capitals, aligning with its broader environmental and social objectives. The initiative serves as a model for other renewable energy companies seeking to implement similar sustainability practices.

Success Story

Greenko’s in-house “Repair, Don’t Waste” Initiative – Advancing Sustainable Operations in Wind Energy

Background: Addressing Turbine Component Waste in Wind Operations

Approximately three to four years ago, when Greenko Group ventured into its **WINSOM** (Wind Sites Operations & Maintenance) portfolio, the organization encountered a significant challenge: the disposal of **failed turbine components**. These components, classified as waste, required frequent replacements, leading to an accumulating

stockpile of **e-waste**. This growing challenge underscored the need for a sustainable solution to reduce waste and enhance operational efficiency across Greenko’s wind energy operations.

Strategic Response: Establishment of Repair Facility

In August 2023, Greenko responded to this challenge by establishing a **repair facility** at its **Rayala site**. This initiative, driven by

the company’s commitment to sustainability and operational efficiency, was launched under the guiding principle of **“Repair, Don’t Waste.”** The facility was designed to overhaul failed turbine components, which were previously deemed waste, and extend their useful life through expert repair and refurbishment. This aligns with the principles of the **circular economy** under the IIRC framework’s **Manufactured Capital**, which seeks to maximize

resource efficiency and minimize environmental impact.

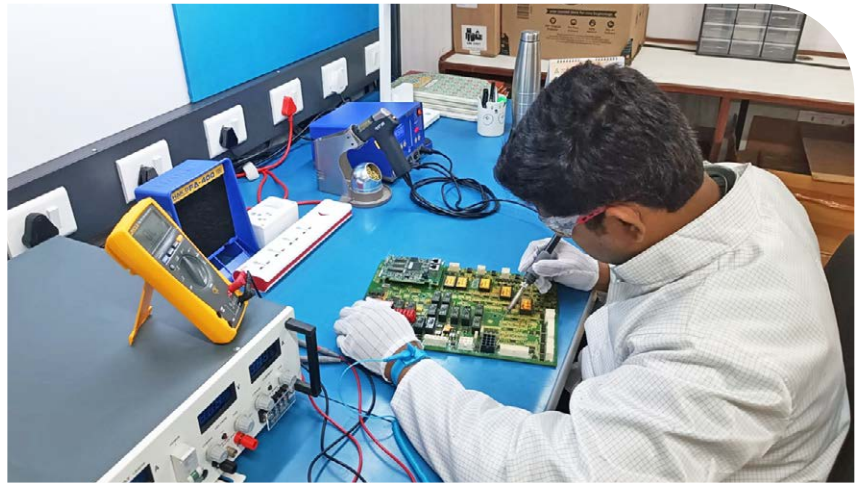
Significant Achievements: Repair and Reuse Across Multiple Sites

Since its inception, the repair facility has made considerable progress, successfully repairing several **turbine components** across eight of Greenko's key wind energy sites. This achievement not only mitigates the environmental impact of waste but also aligns with Greenko's vision of minimizing resource consumption through reuse. The details of the repaired components are as follows:

These parts have been effectively reintegrated into the same wind sites, eliminating the need for resource-intensive manufacturing of new components and contributing to enhanced operational sustainability, which strengthens **Natural Capital** by reducing the environmental footprint of Greenko's wind energy operations.

Commitment to Circular Economy and Resource Efficiency

Greenko's "**Repair, Don't Waste**" initiative reflects the organization's broader commitment to



▲ Greenko Rayala Wind Power Pvt. Ltd, Andhra Pradesh

sustainability, particularly through the principles of the **circular economy**. By focusing on **repair and reuse** instead of disposal and replacement, Greenko is proactively reducing its **e-waste footprint** and improving resource efficiency. This approach not only extends the lifespan of essential equipment but also reduces the environmental and economic costs associated with sourcing and manufacturing new parts. This contributes directly to **SDG 12: Responsible Consumption and Production** and **SDG 9: Industry, Innovation, and Infrastructure** by fostering sustainable industrial practices and promoting efficient resource management.

Future Outlook: Expanding Sustainable Practices

Greenko is dedicated to expanding this repair-driven approach to other operational sites, reinforcing its commitment to **waste reduction** and **resource conservation**. As part of its long-term sustainability strategy, Greenko continues to explore innovative methods to enhance the efficiency and sustainability of its operations, positioning the company as a leader in responsible and **sustainable operations management** within the renewable energy sector. This effort integrates Greenko's contribution to **SDG 7: Affordable and Clean Energy** by ensuring the sustainability of its renewable energy solutions.

Conclusion

This initiative exemplifies Greenko's enduring commitment to **environmental stewardship** and its strategic alignment with the IIRC capitals, particularly **Manufactured, Natural, and Intellectual Capital**. It fosters a culture of **sustainable innovation** and operational excellence that drives both environmental and business benefits, contributing to the realization of key **Sustainable Development Goals (SDGs)**.



▲ Greenko Rayala Wind Power Pvt. Ltd, Andhra Pradesh

Mission 5

Diversity, Inclusion, Respect & Equity



Greenko believes in fostering a diverse and inclusive workplace where all employees are respected and valued. The Diversity, Inclusion, Respect & Equity mission is dedicated to creating an equitable work environment by promoting diversity, ensuring fair treatment, and implementing inclusive policies. Greenko strives to build a culture where everyone feels empowered to contribute their best.



Mission Champion:
Mrs. Swathi Reddy

Targets

- To have 5 women led functions in the organization by 2025.
- To improve gender representation of women employees to 10% by 2025 by adopting women friendly work-ecosystem and processes.
- To improve regional, cultural and linguistic inclusion across geography.
- To enhance inclusivity of employment of differently abled personnel at offices / sites by 2025, by building suitable infra and deploying policies.

Success Story

Greenko's Path to Inclusive Hiring and Workforce Diversity

Greenko, dedicated to sustainable growth, has transformed its hiring practices to foster a diverse, inclusive workforce. Aligned with the UN Sustainable Development Goal (SDG) **Goal 5: Gender Equality** and GRI Standards (GRI 405 for Diversity, GRI 406 for Non-discrimination), Greenko is setting a new standard by reaching talent across diverse backgrounds, regions, and perspectives.

Through an expansive campus recruitment drive, Greenko hired 201 new employees from 17 states, targeting Tier 1, 2, and 3 institutions. This successful initiative provided equal opportunities across regions and backgrounds, establishing a balanced workforce.

Key Achievements

1. Expanding Access and Opportunity: Greenko's recruitment drive spanned various institutions, ensuring

fair access to opportunities and bringing in top talent irrespective of geography or education.

2. Building a Balanced Workforce:

With a workforce of 2,986 (2,810 males and 176 females), Greenko's age-diverse hires include:

- **Under 30:** 240 hires, bringing fresh perspectives.
- **Aged 30-50:** 264 hires with experience.
- **Over 50:** 26 hires contributing seasoned insights.

This blend of age and experience fosters a dynamic, collaborative environment.

3. Gender Diversity and Inclusion:

In FY 2023-24, 37 female hires brought diversity across age groups:

- **Under 30:** 23 hires bringing energy.

- **Aged 30-50:** 14 hires with professional expertise.
- **Over 50:** An area for future representation.

Greenko's focus on gender inclusion strengthens its supportive, balanced culture.

4. Building an Inclusive, Innovative Culture:

Greenko's approach to diversity across age, geography, and gender enriches collaboration and innovation, blending new ideas with experienced insight to drive growth and resilience.

The Road Ahead

Greenko's commitment to inclusive hiring aligns with SDG 5 and GRI Standards, enhancing culture, innovation, and growth. As Greenko builds on these achievements, it strives to set a benchmark for sustainable, inclusive practices in the industry.

Mission 6

Stakeholder Engagement



Engaging with stakeholders is crucial for Greenko’s sustainability agenda. The Stakeholder Engagement mission focuses on building strong relationships with employees, communities, investors, and other stakeholders. This mission ensures transparent communication, addresses stakeholder concerns, and collaborates on sustainability initiatives. Greenko aims to create shared value and build trust through meaningful stakeholder engagement.



Mission Champion:
Mr. Uday Shankar Mishra

Targets

- Conduct Satisfaction Survey for each stakeholder group and satisfaction levels to cross 90% by 2026.
- Set-up Grievance Redressal mechanism for each of the stakeholder group to reduce the turnaround time by 50% by 2026.

Mission 7

Capability Enhancement



To drive sustainable growth, Greenko invests in capability enhancement. The Capability Enhancement mission focuses on developing the skills and capabilities of Greenko’s workforce through training and development programs. This team also collaborates with educational institutions to support talent development in the energy sector. Greenko aims to create a knowledgeable and skilled workforce that can lead the company into a sustainable future.



Mission Champion:
Mr. Manoj Kumar Shekhawat

Targets

- Digitizing Learning Enhancement and Assimilation Program (LEAP – formerly ELTP) for trainees by December 2024
- Problem solving capability enhancement through Six Sigma approach by September 2025
- Learning Management Tool: identify and develop learning modules to impart and enhance knowledge of employees across the Group through mandatory assessments by June 2026

Mission 8

Health and Safety



Ensuring the health and safety of employees and communities is a top priority for Greenko. The Health and Safety mission implements robust safety protocols, conducts regular training, and promotes a culture of safety awareness. Greenko aims to achieve zero accidents and incidents by maintaining high safety standards and continuously improving health and safety practices.



Mission Champion:
Mr. Chetak Nawale

Targets

- Achieve Zero Fatality and 30% reduction of accident rate (MTC & LTI) by 2026.
- Identify and implement top 5 actions for risk reduction by taking control measures.
- Safety Audit & GAP Assessment for 80% of sites by 2026.
- Total Legal & Regulatory EHS compliance management
- 100% coverage for periodic health check-ups
- Deployment at all sites by 2025 - effective Disaster Management Plans

Success Story

Building a Culture of Safety: Greenko's Commitment to Workforce Well-being

In line with Greenko's commitment to sustainable development, we have undertaken comprehensive health and safety initiatives aligned with Global Reporting Initiative (GRI) standards and United Nations Sustainable Development Goals (SDGs), particularly SDG 3: Good Health and Well-being and SDG 8: Decent Work and Economic Growth. These efforts reflect our dedication to upholding the highest standards of occupational health and safety, creating a safer, more resilient work environment for all employees and stakeholders.

Safety Training Programs

Greenko achieved over 95% workforce training efficiency, with a cumulative 18,857 safety training man-hours completed across two key projects (AP01 – 12,891 hours, MP01 – 5,966 hours),

emphasizing compliance with GRI 403: Occupational Health and Safety. Training covered technical competency, safety culture development, hazard identification, and emergency response, contributing to our goal of an injury-free workplace. Key initiatives include:

- **Behavioral-Based Safety (BBS) Training:** Recognizing the influence of behavior on safety, we implemented 30 external BBS training programs in collaboration with a qualified agency. This initiative aligns with SDG 8.8, fostering safer working conditions and cultivating a proactive safety culture among our workforce.
- **Defensive Driving Training:** Due to increased vehicular and traffic activity, we offered Defensive Driving Programs for both site and head office

drivers. These sessions enhance driver safety, supporting SDG 3.6 to reduce traffic-related injuries and deaths, while also aligning with GRI 403 in mitigating occupational health risks.

- **Critical Risk Awareness Campaign:** A weeklong campaign engaged approximately 4,600 workers in toolbox talks and critical risk video screenings, significantly raising awareness of high-risk activities and preventive measures. This initiative directly supports SDG 3.4, promoting a healthier workforce through proactive safety education.

Safety Campaigns

In addition to training, Greenko regularly organizes comprehensive safety campaigns that reinforce a safety-first mindset. These activities include Monthly Life-

Saving Rules (LSR) campaigns, National Safety Week, Fire Safety Week, and World Environment Day enhancing health, safety, and environmental awareness across all project sites. Initiatives such as housekeeping drives, road safety awareness, traffic management,

vehicle inspections, and drug checks are aligned with GRI 403 standards, underscoring our commitment to maintaining a vigilant and well-informed workforce.

Through these ongoing efforts, Greenko is advancing SDGs and

adhering to GRI standards to foster a robust safety culture. This commitment not only strengthens our operational resilience but also solidifies Greenko's role in promoting a sustainable and secure working environment.

Mission 9

Innovation and Excellence

Innovation is at the heart of Greenko's sustainability efforts. The Innovation and Excellence mission drives the development and implementation of innovative solutions that enhance operational efficiency and sustainability. This mission team collaborates with research institutions, invests in R&D, and fosters a culture of continuous improvement. Greenko aims to stay at the forefront of technological advancements and set new standards of excellence in the energy sector.



Mission Champion:
Mr. Bharath Kumar N



Targets

- To double number of innovation ideas received and percentage chosen for implementation by 2026.
- To begin implementation of the business excellence framework by 2025

Mission 10

Sustainable Supply Chain

Greenko is committed to building a sustainable supply chain that aligns with its sustainability values. The Sustainable Supply Chain mission team works with suppliers to promote responsible sourcing, reduce environmental impact, and ensure ethical practices. Greenko aims to create a supply chain that supports sustainability goals and contributes to the overall resilience and sustainability of the business.



Mission Champion:
Mr. Manish Agnihotri



Targets

- To perform social and environmental evaluation of all suppliers by 2025.
- To align the supply chain logistics to Greenko's Scope 3 emission targets by 2024.
- To implement procurement practices by 2025 to achieve a 5% annual reduction in Scope 3 emissions each year until 2030, proportionate Annual Purchase value (APV).

Success Story

Reducing PVC Packaging in Solar Panel Supply Chain

In alignment with **GRI Standards (GRI 301: Materials 2016)** and our sustainability goals, we partnered with a key vendor to eliminate the use of **polyvinyl chloride (PVC)** in solar panel packaging. Initially, the packaging relied on non-biodegradable PVC, which posed environmental risks. Through collaboration, we transitioned to **wooden boxes**, reducing material waste and eliminating PVC usage entirely.



Key Achievements:

Zero PVC Usage: The redesigned packaging completely eliminated PVC, reducing plastic waste and environmental impact.

Material Optimization: Packaging materials were reduced by **15%**, with a **20 kg** reduction of PVC per shipment prior to the redesign.

Cost Efficiency: The switch to wooden boxes decreased transportation costs and the overall carbon footprint.

Project Insights:

Across three solar projects—**SEI-Aditi, SEI-Bheem, and SEI-SuryaShakti**—the previous use of PVC wrap totalled **2,656.5 CBM** for over 7,800 solar modules, with an average **10.5 CBM** of PVC wrap per pallet. The redesign eliminated this entirely.

Value Creation:

- **Natural Capital:** Reduced reliance on non-biodegradable materials, conserving resources.
- **Financial Capital:** Lower transportation costs through optimized packaging.

- **Intellectual Capital:** Generated innovation in sustainable packaging design.
- **Social Capital:** Strengthened vendor collaboration on sustainability.

Conclusion:

This initiative demonstrates our commitment to **GRI reporting**, the **IIRC framework**, and the **UN SDGs**. By eliminating PVC, we reduced environmental harm, enhanced operational efficiency, and supported responsible resource management across our supply chain.

Initiative

Driving Decarbonisation Beyond Operations: Greenko's Scope 3 Emissions

In alignment with its Net Zero by 2040 target for Scope 3 emissions, Greenko is advancing a comprehensive strategy to address value chain emissions. Recognizing that over 30% of corporate emissions often arise from indirect activities, Greenko is committed to driving collaborative decarbonisation efforts with its vendors and partners.

Greenko's three-pronged prioritisation approach serves as the cornerstone of this ambitious initiative:

Influence and Leverage-Based Prioritisation

Greenko evaluates the strength of its relationships with vendors based on factors such as contract size, duration of partnerships, and strategic importance. This ensures that significant influence is directed towards vendors capable of achieving the greatest emissions reductions.

Sector and Industry-Based Prioritisation

Vendors are systematically categorized by industry sectors—such as manufacturing, logistics, and services—enabling Greenko to tailor its engagement strategies to industries with the most significant emissions impact.

Readiness and Commitment-Based Prioritisation

Through its Vendor Initial Capability Evaluation and Registration Form, Greenko assesses vendors' sustainability policies, goals, and practices to prioritize partners ready to align with its decarbonisation objectives.

Greenko has successfully initiated the groundwork for achieving its Scope 3 target by:

Engaging Key Vendors: Prioritizing those with whom Greenko shares strong and enduring relationships, maximizing the potential for collaborative progress.

Industry Categorization: Identifying and targeting critical industry sectors for emissions reductions.

Capability Assessment: Conducting an initial evaluation of vendors' sustainability maturity, setting a baseline for future action.

As next steps, the Mission team is now developing a comprehensive ESG and emissions-focused questionnaire that will be rolled out to prioritized vendors in the next financial year. This effort aims to:

- Collect detailed emissions data to establish a supplier specific methodology baseline for Scope 3 emissions.
- Evaluate vendors' sustainability practices and their alignment with Greenko's 2040 Net Zero goal.
- Identify opportunities for collaborative emissions reduction and capacity-building initiatives.
- Insights from this exercise will form the foundation for a Vendor Decarbonisation Roadmap, enabling Greenko to foster a culture of shared accountability and measurable progress toward its 2040 target.

This initiative is integral to achieving Greenko's vision of net-zero value chains by 2040, ensuring that the organization contributes meaningfully to combating climate change while enhancing resilience and innovation across its ecosystem.

The ten missions are driving sustainability performance improvement across the organisation. Each mission plays a vital role in meeting sustainability targets across E, S and G and ensure that the company contributes to the global effort to create a more sustainable and equitable future. Through these efforts, Greenko is positioning itself as a leader in the just energy transition, committed to driving positive change and setting new benchmarks for sustainability.

Mission 1:
Climate & Energy



Mission 2:
Water



Mission 3:
Biodiversity



Mission 4:
Waste Management & Circular Economy



Mission 5:
Diversity, Inclusion, Respect & Equity



Mission 6:
Stakeholder Engagement



Mission 7:
Capability Enhancement



Mission 8:
Health and Safety



Mission 9:
Innovation and Excellence



Mission 10:
Sustainable Supply Chain





Greenko Hub

#13, Hitech City, Madhapur, Hyderabad – 500081

www.greenkogroup.com