



Dear Reader,

Message from The Chairman

In a world of complex challenges and boundless possibilities, businesses today must transcend conventional measures of success. At the Aditya Birla Group, we hold a steadfast belief that our growth is interconnected with the well-being of society and the planet. This belief forms the foundation of our commitment to being a Force for Good.

At the heart of our philosophy lies the conviction that business can and must serve as a catalyst for positive change. Beyond the pursuit of profit margins, we envision a world where economic prosperity harmonises with social welfare and environmental stewardship. This vision guides our strategic decisions, propelling us to harness the transformative power of business to create collective prosperity.

Being a Force for Good entails a multifaceted approach that extends across our entire value chain. From fostering inclusive growth and empowering local communities to mitigating environmental impact and creating prosperity for our nation and its people, our commitment to operating responsibly is woven into the fabric of our business endeavours. It is part of our DNA and our legacy. It defines who we are.

Our journey at Aditya Birla Group is guided by a transformative vision: to foster shared prosperity while addressing critical global imperatives like social equity and environmental resilience. This vision reflects our conviction that business can, and must, be a catalyst for positive, enduring change. Our purpose, "To enrich lives by building dynamic and responsible businesses and institutions that inspire trust," serves as our North Star.



To address the pressing environmental challenges of our time, we have set ambitious Environmental, Social, and Governance (ESG) objectives. These include achieving net-zero carbon emissions by 2050, attaining 'zero harm' at the workplace, and enhancing transparency through robust governance mechanisms. Aditya Birla Group's ESG agenda is rooted in our purpose.

Our path toward sustainable growth is structured through our strategy on Sustain-ability. Central to this strategy are our initiatives to enhance resource efficiency, promote a circular economy, and invest in renewable energy sources. By setting higher standards for resilience and adaptability, we are preparing ourselves to respond proactively to evolving environmental challenges.

To achieve our sustainability goals, we are integrating green technology, alternative materials, and recycling processes across our key businesses. This includes investments in renewable energy and innovations that reduce our carbon footprint. Our approach reflects our belief that responsible resource use benefits both the environment and our long-term value creation.

Message from The Chairman

Social Impact

Our commitment to being a Force for Good extends far beyond our products. Through our corporate social responsibility (CSR) initiatives, we aim to reach and positively impact millions of lives. We have made a meaningful difference in the lives of over 11 million people across more than 9,000 villages through programs focused on education, healthcare, sustainable livelihoods, and rural development.

Our CSR initiatives are crafted to empower communities, strengthen local economies, and build lasting resources. The impact of our CSR efforts is a testament to our purpose to enrich lives. We believe that when businesses invest in the holistic well-being of communities, they create a ripple effect that fuels prosperity and drives societal advancement.

Corporate Governance

Our governance framework is built on principles of transparency and integrity, ensuring that we operate with the highest ethical standards. This includes prudent resource allocation, sound environmental policies, and robust compliance practices. Our leadership team is committed to fostering a culture of accountability that permeates all levels of the organization, enabling us to uphold the trust of our stakeholders and communities.

Looking Ahead

As we look to the future, Aditya Birla Group is poised for transformative growth. We are actively exploring new opportunities in emerging sectors and industries that align with our values and commitment to sustainability. Our journey ahead will focus on responsible governance, sustainable practices, and customer-centered innovation, elements that continue to set us apart as leaders with a lasting purpose.

Our commitment to sustainability is inseparable from our business strategy. By seamlessly integrating sustainability we aim to not only thrive in an evolving global landscape but also contribute meaningfully to a vision of shared prosperity. We are confident that as we navigate this path, we will continue to shape a future that sustains, inspires, and endures.

Our Company's multidimensional achievements underscore what has been a foundational philosophy of our group-that true corporate success is measured by the enduring value we create for all our stakeholders. And that is our legacy, our promise, and our future.

Kumar Mangalam Birla

Chairman, Aditya Birla Group

Foreword



Dear Reader,

The journey toward a sustainable future is rich with opportunities for innovation and collaboration. The IPCC's 2023 report emphasises the significant role of human activities in climate change, highlighting the importance of collective action to create a positive impact.

As we embrace sustainable practices, businesses are enhancing supply chains and investing in resilient infrastructure, positioning themselves to thrive in an evolving landscape. Proactive environmental policies and carbon pricing from governments offer a clear pathway for organisations to contribute meaningfully to our planet's well-being.

For conglomerates like Aditya Birla Group, with multiple businesses that are leaders in their sectors, this challenge presents a unique opportunity to lead by example, drive positive change, and become a 'Force for Good'.

It motivates us to leverage our scale, resources, and leadership to amplify and create disproportionately positive outcomes for all our stakeholders - employees, consumers, partners, investors, and society at large. To this end, we have developed and implemented comprehensive sustain-ability frameworks across our diverse businesses, focusing on reducing carbon emissions, optimising resource efficiency, and promoting social responsibility.

By integrating sustain-ability into our core operations and setting ambitious targets, at Aditya Birla Group, we are not only enhancing our resilience but also leading the way in creating long-term value. In FY24, as in previous years, we made significant strides toward our sustain-ability goals by launching new initiatives and building on ongoing efforts.

Zero Harm

Our safety approach is holistic and remains a top priority, achieving an average 17% annual reduction in Lost Time Injuries since FY20. Leveraging advanced AI analytics to proactively manage Serious Injuries & Fatalities, we continue to mitigate risks effectively while adopting TapRooT's root cause analysis digital application for a robust, reactive approach to incident investigation and risk management. We proactively assessed heat stress factors across 56 sites, ensuring the safety and well-being of our workforce.

Governance

Assurance continues to be a key pillar of the ABG Governance system. The ABG Sustainable Business Framework is being rigorously implemented across various businesses through a robust dual-layered assurance system, combining internal self-assessment with external verification by third-party experts.

Decarbonisation

In FY24, UltraTech Cement, Hindalco, Birla Carbon, and Birla Cellulose collectively reduced emissions by 1.4% compared to FY23, keeping us on track for our Net-Zero goal by 2050. We also made significant advancements in renewable and alternative energy adoption.

Foreword

Biodiversity Management

Aligned with our No-Net Loss of Biodiversity approach, we have adopted the Task Force on Nature-related Financial Disclosures (TNFD) framework. Group companies are set to publish their first TNFD report by next year, reflecting our commitment to transparent and effective biodiversity management.

Water Resilience

In water resilience, Hindalco Copper and Birla Cellulose Fiber reached our target of a 50% reduction in freshwater withdrawal intensity. Notably, eight sites in high waterstressed areas have now surpassed this 50% reduction target, up from six in FY23.

Waste to Wealth for Circularity

We continue to champion waste reduction and resource efficiency. Hazardous waste recycling surged to 78%, and waste utilisation increased by 11%. UltraTech Cement set a benchmark in plastic waste management, becoming 3.4 times plastic negative.

Supply Chain

In FY24, the Group Sustain-ability Cell introduced the Group-level Supply Chain Code of Conduct, further strengthening our commitment to ethical and sustainable practices. Additionally, we are evaluating use of digital platforms to streamline and accelerate supplier onboarding, enhancing efficiency and compliance.

Digital for Sustain-ability

We expanded our ESG 360 Accelerator Digital Project and introduced 'Chirpy,' a Gen Al-powered sustain-ability co-worker. Additionally, the Supplier ESG Management Platform is being implemented to enhance supply chain sustain-ability.

Empowering Communities

The Aditya Birla Centre for Community Initiatives and Rural Development continued our CSR efforts making a significant impact on healthcare, education, sustainable livelihoods, and infrastructure development. In addition to our flagship programmes, we awarded 1,000 scholarships, reached 30,000 children through mobile science labs, and provided financial literacy to another 30,000 students.

While we are on track in many areas, we recognise the need to accelerate efforts in some areas. The enthusiasm and commitment to sustain-ability across our businesses is palpable, driving continuous knowledge sharing and healthy competition that accelerates performance across material issues.

This Report details our sustain-ability performance on our material issues across businesses. I encourage you to read it and share your valuable feedback.

Regards,

Deeksha Vats

Group Chief Sustainability Officer, Aditya Birla Group



About Aditya Birla Group

A USD 66 billion¹ global conglomerate, Aditya Birla Group is in the league of Fortune 500 with a consolidated market cap of over USD 100 billion. Anchored by an extraordinary workforce of 187,000+ talented individuals belonging to 100+ nationalities, the Group is built on a strong foundation of stakeholder value creation.

With over seven decades of responsible business practices, the Group businesses, spread across 6 continents and over 40 countries, have grown into global powerhouses in a wide range of sectors - from metals to cement, fashion to financial services and textiles to trading.

Anchored by an extraordinary workforce of

187,000+
TALENTED INDIVIDUALS



Globally, Aditya Birla Group is

#1 #1
in Aluminium Recycler of
Rolling Aluminium

#2 cler of in Carbon inium Black^{*} #2 in Viscose Staple Fibre #3 in Cement**

^{*(}based on installed production capacity) | **(excluding China)



^{1*}As on 31 March 2024 (based on FY22 constant currency)

Through consistent and diligent pursuit of target and goals, our Group companies have also garnered several sustain-ability laurels:

Hindalco

achieved the Top 1% S&P Global ESG score in the Aluminium industry.

UltraTech

ranked 6th in the Global Sectoral ranking of the S&P Global Dow Jones Sustainability World Index (DJSI).

Birla Carbon

achieved 'Gold' rating by EcoVadis for sustainable business practices in 2023.

ABFRL

ranked 8th globally in the textiles, apparel and luxury goods industry as per S&P Global Corporate Sustainability Assessment.

Birla Cellulose

is the first global viscose producer to receive a Dark Green Shirt ranking.



Aditya Birla Group prioritises transparency and ethical governance as core values. Beyond meeting regulatory requirements, the organisation implements strong measures for data confidentiality, risk management, and digitalisation. This proactive approach fosters trust, enhances brand reputation, and supports longterm success while cultivating strong relationships.

By focusing on transparency and ethical conduct. ABG leads in responsible corporate governance.

Our governance structure engages senior management and extends to all levels of the organisation through Group, Business, and Site-level Cross-Functional Teams (CFTs), ensuring uniformity in driving change across the organisation.

The Group's Investor Relations platform offers to our comprehensive information and direct communication channels for shareholders on the corporate website. Regular engagement with institutional investors, guarterly updates, and Annual General Meetings promote transparency. The Group also strengthens relationships through one-on-one meetings, non-deal roadshows, conferences, plant visits, and special events like 'ABG Day,' enhancing collaboration with investors and analysts.





The Group Legal and Compliance Division has strengthened governance across ABG by establishing six Centres of Excellence. These centres focus on key areas such as Litigation and Alternative Dispute Resolution, Compliance, Employment and Industrial Relations, Intellectual Property and Brand Protection, Competition Law, Technology Laws and Data Privacy, and ESG and Mining Laws.

At the business level, Grasim's Legal and Compliance Division (GLCD) advanced transparency and ethics with automated regulatory compliance reports and proactive training programmes.

Hindalco's Legal and Compliance Division (HLCD) upheld ESG compliance and provided strategic advisory to senior management, showcasing governance in action through rigorous on-site audits.

Aditya Birla Capital highly value and integrate sustain-ability into their daily operations and decision making processes. The organisation firmly believes in upholding sound and effective corporate governance practices through full and fair disclosure.

Here is a snapshot of how ABG's EHS governance systems were strengthened in FY24:



Environmental Governance

- Working Groups on Decarbonisation, Water and Waste to Wealth
- Water Centre of Excellence
- Policies and Standards



Health Governance

- Business-level health committee formed at 5 businesses
- Cross-Business
 Working Group
- ABG PEHEL
- Accreditation Activities
- Exit Interview
- Mines Group
- Specialist Circle among doctors



- Safety Executive Council
- Business Safety
 Committees
- Working group on SIF, Machine Safeguarding Program, Process Safety and Electrical Safety

Sustain-ability Assurance

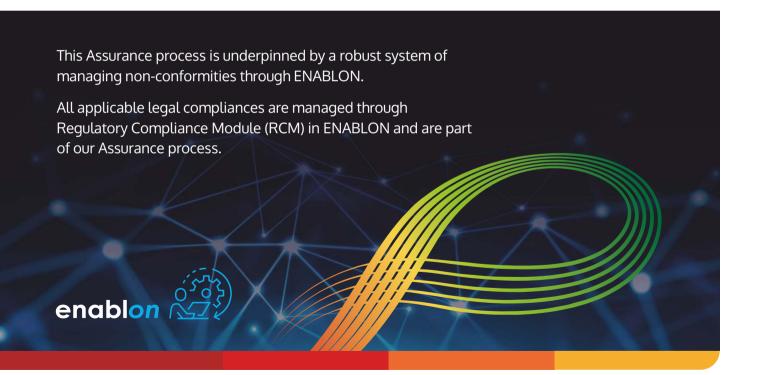
The effective implementation of the ABG Sustainable Business Framework (ABG SBF) across various businesses is ensured by our robust Assurance system. This Assurance is obtained at two levels:

Level 1:

Self-Assurance to demonstrate conformance to Technical Standards and Management Standards issued through ABG SBF, on specific EHS topics and systems.

Level 2:

Second and third party assurance using internal team members trained and/or to third-party for maintaining high standards of independence.





The two approaches used for Assurance at ABG include

Self-Assurance Questionnaires (SAQ)

A set of questions to check the implementation of Sustain-ability Standards at ABG business sites through Online and Offsite assessments.

Project Refresh/SAQ 2.0

 An initiative to enhance the existing SAQs into more concise and effective questionnaires as we mature in our sustain-ability journey.

Aditya Birla Sustain-ability Assurance Process (ABSAP)

Piloted and launched in FY23 to assess the ESG maturity of manufacturing Businesses at site level ranging from levels of Unacceptable – Developing – Acceptable – Mature – Leading.

Multiple sites for 2 ABG businesses have been assessed in FY24.

Zero Harm (2)



At Aditya Birla Group, safety management is more than a priority; it's a core value rooted in our 'Zero Harm' vision. This commitment fosters a non-negotiable safety culture across all businesses and geographies. To realise this vision, we focus on two key goals: preventing fatal injuries and achieving a 20% year-on-year reduction in lost time injuries. Our enhanced controls, best practices, and safety programmes have consistently reduced Lost Time Injuries by an average of 17% annually since FY20.

Reduction in Lost **Time Injuries** (annually since FY20)



Key Projects

Potential Serious Injuries & Fatality (SIF) Using AI analytics to identify potential Serious Iniuries & Fatalities from lower-category incidents, we analysed 137,574 incidents, uncovering 98,364 potential SIF events. These were categorized into major hazard groups to enable prioritized prevention planning and to strengthen existing safety programs.

Process Safety Event Reporting

Enhanced safety performance monitoring by integrating Process Safety Management (PSM) metrics with Occupational Safety metrics for more comprehensive oversight.

Safety Compendium

A centralized repository that captures best practices and insights from internal and external incidents. This tool supports enhancing awareness by providing a collection of learning videos, training resources, and proven solutions from various businesses.

Machine Safeguarding **Program**

A pilot project in the Textile business evaluated machine protection to prevent hand and finger injuries in operations requiring human intervention. It has since expanded to 13 more businesses, implementing effective injury prevention measures.

Key Processes

Proactive

Enhanced Occupational Safety through the Behaviour-Based Safety Observation program, achieving 748,000 contacts and improving the Safety Culture Index. Strengthened the Major Accident Hazard Prevention Program with Process Safety event reporting, leading to 5,365 reported events and defined risk mitigation actions. The SIF prevention program reinforced our four key hazard groups, utilising advanced AI analytics to proactively mitigate risks.

Reactive

Adopted an advanced incident investigation approach using TapRooT's root cause analysis digital application for effective incident management

Key Trainings

Tailored Safety Training Programmes

- Flagship Safety Leadership Skill Development Workshop - INSPIRE I and INSPIRE III.
- Process Safety Fundamentals: REBOOT.
- Advanced Root Cause Analysis Workshop.
- Curated E-Learning courses on safety specifics.



Integrated Health Management



At Aditya Biral Group, we've established a comprehensive integrated health management model in place of systems, covering preventive, promotive, curative, and rehabilitative care. Our approach offers every employee a robust healthcare framework that supports well-being throughout their career.

Manufacturing locations in India adopted PEHEL



Digital Health Tools

Expanding PEHEL to digitalise employee health data. This software solution has been adopted by 57 manufacturing locations in India by FY24, marking an increase of six locations.

Preventive Solutions

Enriching occupational health management **systems** by handholding manufacturing locations in areas of heat stress management and respiratory protection.



The Qualitative Exposure Assessment (QLEA)

has been implemented across operations, identifying hazards for Similar Exposure Groups (SEG) and guiding targeted improvements. Building on QLEA insights, we conduct **Quantitative Exposure Assessments (QNEA)** to evaluate risks, ensure compliance, and determine the need for control measures. Around 30 sites completed the assessments.

Capability Building

H.path Initiated in January 2024, these Virtual sessions inspire employees to embrace and sustain a healthy lifestyle through expert-led discussions on fitness, nutrition, mental well-being, and more.

Between January and March 2024, three H.path sessions were conducted in which 1,472 employees from 13 ABG businesses participated.





Supply Chain Management



Amid rising geopolitical risks, our robust supply chain management strengthens our Group's competitiveness by enhancing efficiency, cutting costs, and improving customer service, all with a strong emphasis on responsibility and transparency.

Regular compliance monitoring, renewable energy adoption, and the commitment to ethical practices across operations support our long-term sustain-ability goals, ensuring our supply chain remains adaptable and proactive in the face of global challenges. _

By prioritising resource conservation, renewable energy, health and safety, anti-corruption, anti-bribery, and human rights, we mitigate macroeconomic disruptions and drive sustainable progress.



Group-level Progress

Group-level Supply Chain Code of Conduct developed by the Group Sustain-ability Cell in FY24.

We worked through the Working Group for Sustainable Supply Chain where business procurement function heads are evaluating various digital platforms.



Business-level Progress

Enterprise Risk Register

developed by Hindalco to address logistics, infrastructure, financial, strategic, and operational risks.

Transportation Management Systems

implemented by Novelis ensure timely delivery of goods by optimising loads and delivery routes, tracking freight across local and global routes, and automating time-consuming tasks.

100% ESG Screening of New Suppliers

by UltraTech. In 2023, vendor support programs were launched to guide and increase awareness of sustainable practices.

'Forest to Fashion' Initiative

Implemented by Grasim is a groundbreaking project in the apparel industry for supply chain mapping and collaborating with global brands to trace raw material sources.

People Management



At Aditya Birla Group, talent management is the cornerstone of our sustainable growth strategy. Our institutionalised talent management initiatives foster a diverse and capable workforce, ensuring a robust talent pipeline aligned with the Group's future aspirations. Here is a snapshot of how talent management strengthened our sustain-ability in FY24.

We embody our Employee Value Proposition (EVP) of 'A World of Opportunities' (AWOO) by continuously investing in learning, career development, and cultivating future-ready leaders.



Nurturing Talent

Identifying Talent

11,000+ employees (96% of total workforce) assessed through our Potential Assessment (PA) process in FY24 – the highest ever in a fiscal year.

5,800+ employees covered through the PA process are early career

professionals.

Identifying Young Talent

Our flagship ABGLP programs - LEAP, HRLP, FLP, ELP and Group Internship Program, identify talent from top management and technical campuses in India and are designed to nurture young talent into future leaders.

New businesses - Birla Opus, Century Business and Birla Estate launched their first potential assessments, aligning with our Group-wide talent identification process and furthering the OneABG way of working.



Developing Talent

1,886 employees underwent the Development Assessment Center (DAC) process in FY24. 580 early career professionals experienced customised DAC journeys.

Our **Leading Edge program** develops the CXO succession pool while Springboard program focuses on developing women leaders.

Building Ready Talent Pool

Seven Functional Talent Councils - HR. IT. Finance. S&M, Manufacturing, R&T and Legal, drive our structured succession planning process, building a pipeline of future-ready leaders for critical roles.

Talent Councils identify the successors and their readiness, define bridge/destination roles, and create customised development plans. This strong business partnership fosters a sense of ownership in succession.

People Management



Employee Engagement

Achieved 91% participation in the FY23 Engagement Survey, with a 90% engagement score - up by 4 points from 2021.

95% high pride of association and 93% Great Place to Work score achieved.

87% of employees showed intention to stay with ABG - a jump of 8%.

84% engagement index for women (improved by 5%), with 79% intent to stay (increased by 9%).

86% employer brand score reached, beating the high-performance norms.#

*Note: Norms include over 148,308 weighted employee responses across 123 companies.

Human Rights

Awareness sessions provided on needs and requirements of supply chain management for Hindalco, Ultratech and CFI

Onsite support provided to all CFI sites, 9 sites of Grasim and Hindalco Eastern Cluster (5 locations together) for completion of Human Rights Due Diligence tool

Diversity and Inclusion

8.000+ women. 15.5% representation in management cadre a steady y-o-y progression.

11.7% women representation in top management; Increasing presence in key roles -CEOs, CFOs, CHROs, Plant Heads, and more.

20% of all new hires are women; consistent y-o-y increase in women's representation across ABG, highest gains made in India.

72% of workforce is Gen Y and Z; 83% of women employees fall in this category.

Faster movement for women's roles - averaging 2.1 years in India versus 3 for men.



Note: For more detailed report on people management and human rights, please refer to the business-specific sustainability reports, through links provided in the Reporting and Transparency chapter.

Empowering Communities



Grounded in a legacy of giving back to communities, Aditya Birla Group seamlessly integrates business success with societal good. Under Mrs. Rajashree Birla's guidance, the Aditya Birla Centre for Community Initiatives and Rural Development helms the Group's CSR efforts. uplifting 11+ million people across 9,000 villages. With INR 600+ crore invested in FY22 & FY23, the Group reinforces its role as a trusted force for good. We continue to empower education and uplift underserved communities, with an expanded reach and targeted support.

₹600+ cr. total CSR Investments in FY22 and FY23.



Healthcare

100+ million polio vaccinations supported for a polio-free India.

200+ deaf/mute children received cochlear implants.

1 million patients treated via 6.000 medical camps at 24 hospitals.

5.000+ children supported for cancer, TB. thalassemia, and cardiac issues.

30,000 girls vaccinated for cervical cancer prevention.



Education

100.000+ students

50% girls, reached through formal/ non-formal institutes.

52 girls' schools supported

(Kasturba Gandhi Balika Vidyalayas).

450,000 solar lamps

provided to children in the hinterland.

350 girls supported

annually by Lilapoonawala Foundation.

1,000 scholarships

awarded through 'Buddy4Study' programme.

30,000 children

reached by Seva Sahyog Foundation's Mobile Science Lab.

30,000 students

provided financial literacy by SEBI.

Sustainable Livelihoods

100,000 people trained

in skill sets.

50,000 women empowered

through 5,000 SHGs.

200.000 farmers trained

on agro-based projects.

35 billion litres of water harvested

annually across 450 villages, benefitting 50,000.

Model Villages

300 villages

being transformed into Model Villages, 128 completed.

750,000+ lives

enhanced annually through civil structures & fixtures.

Climate Resilience

Climate resilience is the ability to anticipate, prepare for, and respond to climate-related disruptions, ensuring long-term sustain-ability and stability. For Aditya Birla Group, climate resilience is a strategic priority and a business imperative. As climate change continues to pose significant risks — particularly in areas like water management - the Group recognises the urgent need to adapt.

By embedding resilience into our operations, we are proactively addressing climate risks, ensuring that our infrastructure, supply chains, and key resources remain robust in the face of a changing climate.

For Aditya Birla
Group, climate
resilience is not just
a strategic priority
but a business
imperative.

Assessing Climate Risks

Conducted an in-depth analysis of physical climate risks such as floods, cyclones, and water stress across key global business sites and covering two time-horizons of 2030 and 2050.

Identified the most vulnerable sites, laying the foundation for targeted resilience measures.

Developing a Group-level adaptation framework for continuous evaluation and risk mitigation.



Piloted a comprehensive site-level climate impact assessment at one ABG site focusing on stressors like extreme heat, floods, and cyclones.

Invested in resilient technologies and enhanced water management systems.

Collaborative Climate Action

Actively implemented climate adaptation across key sites in collaboration with businesses.

Encouraged a holistic approach to climate resilience, ensuring long-term sustain-ability across operations.



Decarbonisation



Aditya Birla Group is committed to achieving Net-Zero Carbon Emissions by 2050. We have a robust decarbonisation roadmap guiding this journey. In line with our ambition, several businesses have launched a blend of short, medium, and long-term decarbonisation projects, showing promising progress:

Aditya Birla Group aspires to achieve

NET-ZERO

Carbon Emissions by 2050.



UltraTech

aims to have 85% of its energy mix from green sources by 2030 and is recognised as a 'leader' in climate change by the CDP.

Hindalco

reduced its CO₂ footprint by substituting HFO with LNG and has achieved 60% installed renewable energy capacity as of FY24.

Our decarbonisation approach is anchored by the Decarbonisation Hierarchy, based on four principles: Avoid, Minimise,

Remove, and Offset.

In FY24, all our businesses focused on minimising emissions across Scopes 1, 2 & 3.

Specific GHG Emissions

Business	FY22	FY23	FY24	% reduction achieved compared to FY22
UltraTech Cement (kg CO ₂ per tonne of cementitious material)	582	557	556	-4
Grasim (tCO ₂ /Turnover)	285.8	236.2	251.35	-12
Hindalco Copper (tCO ₂ /MT)	2.61	2.41	2.22	-15
Hindalco Aluminium (tCO ₂ /MT)	19.66	19.21	19.39	-1

Short-term targets

Company	Target Year	Reduction Target	Base Year	Progress (%)	Target Parameter
UltraTech	2032	27%	2017	-12%	Scope 1
Hindalco	2027	25%	2012	-19.50%	GHG Emission
Novelis	2026	30%	2016	-28%	Absolute
Chemicals	2030	30%	2017	-18%	Scope 1 & 2



Decarbonisation



33%

Scope 1 & 2 Emissions

Several of our Group businesses, such as Aditya Birla Insulators, Chemicals, Essel Mining, Textile/AF/OS, Novelis, and Birla Carbon, have achieved remarkable reductions in Scope 1 and 2 emissions. While Birla Cellulose, Hindalco, and UltraTech Cement experienced emissions increases due to higher production volumes, but the overall GHG intensities have shown a positive reduction. Additionally, ABFRL's reporting has been further strengthened with the inclusion of Madura Garments in the reporting scope highlighting our commitment to transparency and sustainable growth.

Reduction in Scope 2 emissions compared to FY21:

24% 23%

Novelis Birla Cellulose Birla Carbon

Business	FY22	FY23	FY24	% change over FY23
ABFRL	41,226	69,606	96,867	39.16
Aditya Birla Insulators	36,457	42,464	37,014	-12.83
Birla Carbon	3,894,249	3,741,052	3,649,772	-2.44
Birla Cellulose	3,637,328	3,651,986	3,762,660	3.03
Chemicals [#]	3,827,278	3,319,807	3,329,824	-0.30
Essel Mining	192,489	202,153	176,343	-12.77
Hindalco	27,080,000	27,490,000	27,780,000	1.05
Novelis	2,334,137	2,255,000	2,192,000	-2.79
Textile/AF/OS*	723,449	769,348	737,293	-4.17
UltraTech Cement	62,804,149	64,225,491	73,122,247	13.85

^{*}Textile/Acrylic Fibre/Overseas Spinning *Chlor Alkai and Overseas Chemical

Scope 3 Emissions

Hindalco and Essel Mining started quantifying Scope 3 missions from FY24.

Business	FY22	FY23	FY24	% change over FY23
ABFRL	476,608	1,371,530	1,584,632	15.54
Birla Carbon	2,025,020	2,074,032	1,870,284	-9.82
Grasim	4,810,000	5,570,000	4,850,000	-12.93
Novelis	17,795,560	15,017,000	12,410,000	-17.36
UltraTech Cement	4,547,816	4,204,918	8,250,585	96.21

tCO₂

Waste to Wealth for Circularity

At Aditya Birla Group, our 'Waste to Wealth' approach drives circularity by conserving resources and reducing environmental impact. ABG aims to achieve **Zero Waste to Landfill** by 2030. To support this goal, our businesses focus on extending product life, minimising waste, leveraging cutting-edge technologies and strategic collaborations to enhance circularity and accelerate sustain-ability. In FY24, our businesses emphasised resource recovery and recycling.

Across the Group,

20 NUMBER OF SITES

achieved Zero Waste to Landfill status, with 14.9 million tonnes of waste being reused, recycled, or repurposed by our businesses.



Group-level Progress

78% of hazardous waste recycled or reused in FY24 - up from 69% in FY23.

Hazardous waste generation was minimised at the source, resulting in a reduction in overall waste compared to FY23 and an increase in recycling volume.

Compared to FY22, waste utilisation across the Group have increased by 6%.



Business-level Progress

Novelis used 63% of recycled material

in the process. It also significantly decreased non-hazardous waste generation by 10% at the source.

UltraTech became 3.4 times plastic negative in FY24

compared to 2.44 times in FY23.

Hindalco recycled 85% of hazardous and non-hazardous waste.

It partners with cement industries for co-processing bauxite residue to develop polymer composite bricks.

Birla Cellulose disposed of nearly 90% waste through recycling or reuse in FY24.

Water Resilience



Water is crucial for Aditya Birla Group's continued progress. Our priority is to tackle water stress through strategic resilience measures such as reducing consumption, enhancing efficiency, and ensuring sustain-ability. These efforts bolster our operations and foster environmental health, economic efficiency, public health, climate resilience, and innovation, while strengthening our reputation as leaders in water stewardship. We remain committed to our aspirational targets on water management; The group has reduced freshwater consumption per tonne of product by 18.22% till FY24, compared to the FY16 baseline.

Achieving

0% REDUCTION IN FRESHWATER

consumption per tonne of product by 2025 on a FY16 baseline; water positive status in mining locations.



Achieved 50% reduction in freshwater consumption

57% at Hindalco Copper

55% at Birla Cellulose Flbre

At group level, 24 out of 31 mines have achieved water positive status.

Since FY21, the percentage of effluent recycled or reused at Aditya Birla Group businesses has risen from 12% to 19% in FY24, reflecting a 58.33% increase in the total amount of effluent recycled or reused relative to the total freshwater withdrawn with the baseline of FY21.



Water Positive Leadership

In FY24, UltraTech Cement achieved water positivity ratio of 5 times, up from 4.17 times in FY23.

ABFRL recycled 76% of its water in FY24, compared to 68% in FY23, and has attained water positive status.

Water Management - Risk & Resilience

Out of the 28 sites categorised as 'High to Extreme High Water Stress Risk', an additional two sites have achieved over a 50% reduction. in specific freshwater withdrawal intensity compared to FY16, bringing the total to 8.

27 operational units have achieved Zero Liquid Discharge status.

Biodiversity Management



At Aditya Birla Group, our Biodiversity Management strategy has two key components: first, we aim to prevent harm or degradation of critical habitats and ecologically sensitive areas: second, where impacts are unavoidable, we strive to achieve 'No Net Loss' (NNL) of biodiversity through effective mitigation. In FY24, we advanced these efforts significantly, with some businesses also taking steps to become nature positive.

ABG has adopted the Task Force on Nature-related Financial Disclosures (TNFD) framework which is being driven through a Group-level initiative.



Group-level Progress

Site-level Biodiversity Management Plans (BMPs) developed by various Group companies to achieve No Net Loss.

Biodiversity assessments conducted for 45 ABG sites. Biodiversity KPI have been mapped into ENABLON.

ABG is actively contributing to land use management, water conservation, and afforestation.



Business-level Progress

Hindalco implemented 17 BMPs

for high priority areas across India operations and completed CII Biodiversity index and carbon sequestration studies at 11 plants. It is committed to achieve 'No Net Deforestation' by 2030.

Grasim successfully planted 53,374 trees in FY24, adding more than 7 lakh trees planted in FY23.

Birla Cellulose earned the prestigious 'Dark Green Shirt' rating

in Canopy's Hot Button Report 2023 for the fourth consecutive year.

UltraTech Cement has voluntarily completed biodiversity risk and impact assessments at 15 of its 24 integrated units and is working towards covering the remaining units by end of 2024. It also planted 407,322 saplings in FY24 with an 87.84% survival rate.

Actions are being taken to replace invasive species with native species at numerous operating sites.

Digital for Sustain-ability



We employ advanced digital tools to enhance safety and productivity while also improving management and compliance. By integrating ESG data with real-time dashboards, we boost accuracy and support strategic decision-making through robust data analytics. This approach helps identify inefficiencies and areas for improvement, driving progress in our sustain-ability efforts.

In FY24, digital technology advanced our ESG objectives, underscoring our commitment to innovative and impactful practices in safety, productivity, management, and compliance.



Safety

Introduced 6 VR-based training modules

with intuitive, experience-based learning, assessments to ensure effective training, and support for Zero Harm safety goals. With the success received from the modules launched in phase I, new modules will be added in FY25 for use across all ABG businesses.

Compendium for Sharing & learning from Environment. Safety and Digital **Best Practices.**

Expanded on the use of data analytics, Gen-AI, digital tools, ENABLON, and centralised platforms like TapRooT® Cause Analysis tool, and ESG 360 platforms.



Productivity

Office Ergonomics Assessment

Digital tool for assessing ergonomic risks for computer users. Total 5,671 employees participated

lob Stress Assessment

Digital tool for assessing work-related stressors for employees. Total 2,990 employees participated*

*As of 31st August 2024

PFHFI

Health & medical management software developed for medical centres and hospitals. Total beneficiaries 847,084

291 Doctors & 865 nurses use the system

Digital for Sustain-ability



Management & Compliance

ABG Sustain-Ability ESG Data Management Tool

Tracks over 15,000 sustain-ability KPIs across 14 ABG businesses.

Manages over 51,000 active legal requirements for Indian operations.

Oversees more than 140,000 annual legal compliance tasks in India.

Logs and tracks over 1.2 million safety-related risks annually across ABG.

Supplier ESG Management Platform:

Implemented a platform for Group-wide supplier assessment on sustain-ability parameters, ensuring compliance with Group SCoC Frameworks and SEBI, and enabling mapping and visualisation of suppliers' Scope 1 & 2 emissions. This data-driven assessment enables ABG to build a resilient and responsible supply chain that aligns with the group's long term goals and enhances its competitive edge.

'Chirpy', the Gen AI-powered coworker, accesses and generates response on all the technical standards and guidance notes of the ABG Sustain-ability Framework.



Outreach

Our sustain-ability outreach underpins our vision of becoming the leading Indian conglomerate for sustainable business practices across all our operations. By fostering proactive, two-way communication on sustain-ability, we engage with key stakeholders, including business associations, investors, regulators, media, and civil society. This approach not only strengthens our competitive edge but also elevates our Group's profile.

Over the years, we have consistently communicated sustain-ability across all levels, aiming to enhance internal dialogue, stay current on trends, and deepen stakeholder engagement for greater impact.



ABG Sustain-ability Conference

The 7th ABG Sustain-ability Conference in February 2024,

Mumbai, centred on growth, green initiatives, digitalisation, and consumer strategies.

Key discussions covered low-carbon transitions, responsible supply chains, health and safety trends, and digital transformation. Workshops, panel discussions, and the inaugural Grow Getters Awards

highlighted ABG's dedication to advancing sustainable practices.



C4S connects Group leaders with global thought leaders to exchange best practices and embed sustain-ability into business strategies.

In FY24, three sessions, including collaborations with WBCSD and GRI, provided valuable insights and enhanced the sustain-ability knowledge of our leadership.

Expert Conversation Series

Since June 2020, this series has featured online talks and panel discussions with global sustain-ability experts and practitioners.

By FY24, 45 sessions provided colleagues worldwide with valuable learning and sharing opportunities on diverse ESG topics.



Being Future Ready - ABG's Heat Stress Management Programme

As the world faced record-breaking temperatures in 2023, the urgent reality of workplace heat stress became impossible to ignore. Anticipating another relentless heat wave, we took decisive action with the launch of our comprehensive heat stress management programme. This proactive initiative is designed not just to protect our employees' health, but to maintain operational resilience amid escalating climate challenges.

Our Proactive Three-step Approach Manages Heat Stress Through:

Qualitative Assessment



Evaluated 1,732 activities in place of processes/workplaces across 56 ABG sites for heat stress factors like sun exposure and task complexity.

Quantitative Assessment



Used Thermal Work Limit (TWL) equipment to categorise heat stress levels and guide interventions at 10 ABG sites including 4 Hindalco, 4 Cement, 1 Chemical and 1 Pulp & Fibre.

Physiological Monitoring



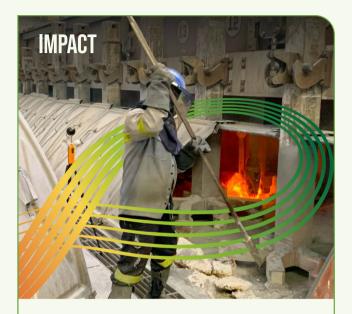
Monitored employees working at high-risk workplaces for heat stress to identify high-risk workforce who may develop severe heat stress illness.

In addition to these steps, we conducted extensive training and sensitisation sessions to implement the programme. Aditya Birla Group aims to have a documented heat stress management programme at each site, complete with assigned roles, responsibilities, and training modules by the end of this year.

Recommended Actions for High-risk & Moderate-risk Workplaces

- Ventilation at workplace (Air shower, Exhaust ventilation, Mist fans etc.).
- Drinking water is available within 30 metres at shop floor.
- ORS availability.

- Continuous awareness of heat stress.
- Rest areas with ventilation near to high-risk workplaces.
- Work permit system for non-regular activities like maintenance etc. at identified high risk workplaces.
- Heat protective clothing (wherever possible).
- Have workers work in pairs (buddy system) and monitor each other for signs and symptoms of heat stress or illness.
- Appropriate work-rest scheduling.



- Stakeholders' sensitisation throughout the Group.
- Improved working conditions, reduction in risk of developing heat stress and increased performance of workforce.
- Tested the Proof of Concept (POC), and are developing basis for a structured approach to deal with heat stress in coming years.

ESG 360 – Transforming Sustain-ability Reporting at ABG

At ABG, we prioritise transparency and governance. While our Group companies excel in sustain-ability reporting, manual data processes and complexity were hindering effective tracking of ESG progress and efficiency of their initiatives.

The ESG 360 advanced solution consolidates data from diverse sources, automates BRSR reporting, and is set to integrate with ISSB, MSCI, and DJSI frameworks, providing group companies with comprehensive insights and alignment with global standards. This initiative significantly advances our ESG monitoring capabilities and drives ABG sustain-ability agenda forward.

The Strategic Implementation of the ESG 360 Project Involved:

Dedicated **Working Groups**

Teams consisting of employees from Group Sustain-ability Cell, Group Data & Analytics (GDNA), Group IT, Business Sustainability, their concerned departmental & IT SPoCs and partners.



A phase driven approach ensured timely completion of each implementation stage.

Robust Governance

Set up strict governance to monitor the progress

Execution

of implementation.

Progress Timeline

Nov 22	Oct 23	Nov 23	Jan 24	Mar 24
Project initiated Hindalco & UltraTech onboarded	ABFRL onboarded Grasim – P&F and CFI onboarded	Successful data bridges from source system to data lake	Roll out of User Acceptance Testing (UAT) Workshops for user feedback	Launched at Hindalco, UltraTech & ABFRL

■ To address these challenges and enhance our reporting capabilities, we successfully launched ESG 360 platform at three of our Group Companies this year – Hindalco, UltraTech, and ABFRL.



- Reduced efforts to gather monthly data
- Improved data accuracy & transparency
- Improved business level & group level governance due to monthly data visibility and trends monitoring
- Helping businesses to create strategies thru' peer benchmarking both within the group & external

Enhancing Data Privacy for a Safer Digital Future

The introduction of the Digital Personal Data Protection Act, 2023 in India has imposed new legal requirements on data privacy, necessitating swift and comprehensive compliance across all Group businesses.

 This legislation significantly impacts how data is handled, stored, and protected, creating both a challenge and an opportunity for enhancing data privacy practices.

To address the challenges posed by the new regulations comprehensively, we implemented a series of targeted actions:



Revamped privacy notices on websites and mobile applications for multiple ABG businesses to ensure transparency and compliance with the new regulations.



Compiled detailed inventories of personal data across various business functions to better manage and protect sensitive information.



Conducted privacy impact assessments for certain high-risk data processing activities, identifying potential vulnerabilities and implementing mitigation strategies.



Acquired and commenced implementation of a consent management platform to streamline and manage consent across all Group companies, ensuring that data collection practices align with legal requirements.



- Achieved Compliance
- Met with transparency and accountability requirements under the Digital Personal Data Protection Act, 2023 by updating privacy notices, creating data inventories and conducting impact assessments.
- Protection of Individuals' Rights
 Enabled individuals to exercise their rights under the law by initiating the implementation of a consent management platform in compliance with legal standards.

Going forward, we will be implementing the data privacy framework for all Group businesses.

Water Reduction Journey | Birla Cellulose

Amid growing concerns about water scarcity due to climate change, water economics, environmental regulations and depleting reserves, Birla Cellulose, a major player in the Man-Made Cellulosic Fibres (MMCF) industry, aims to reduce its water intensity in the MMCF production process by 50% by 2025 from the baseline of 2015.

Dissolving pulp is made from sustainably sourced wood and this pulp is converted into viscose fibre, which is further used in textile applications. Typically, 60% of total water intake is for dissolving pulp manufacturing and 40% is for fibre manufacturing. Due to technological constraints, water conservation in dissolving pulp production is limited.

To reduce water consumption, Birla Cellulose developed site-wise plans after considering types of discharges, TDS limit in treated wastewater, and product mix.

The Roadmap was developed by adopting the 4 'R' (Reduce, Reuse, Recycle & Regenerate) Principles:



Reduce water consumption as well as wastewater discharge



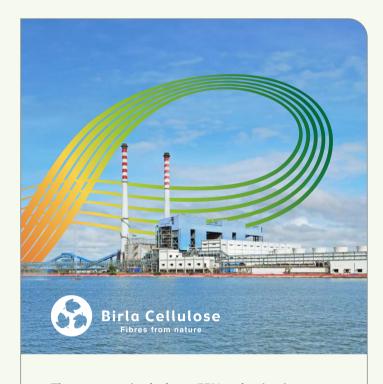
Reuse water in the process or other applications within the process



Recycle water with or without treatment



Regenerate water through rainwater harvesting



■ These strategies led to a 55% reduction in process water intensity from the FY15 baseline in fibre production, with some sites setting new global benchmarks.

Renew Rethink - Landfill Waste to Energy | Jaya Shree Textiles, Rishra

Jaya Shree Textiles, Rishra generated around 100 MT of landfill waste monthly. This waste had high disposal costs of INR 1.1 lakh per month, posed environmental, health & safety risks, and hindered compliance with EU regulations and sustain-ability frameworks. To achieve the company's goal of Zero Waste to Landfill by 2030 and Net Zero emissions by 2050, the Rishra unit resolved to take urgent action.

The team analysed the type, quantity, disposal methods and associated carbon emissions of the landfill waste to set specific and measurable reduction goals. Testing was done for Gross Calorific Value, moisture, and combustion efficiency to consider waste-to-energy technologies as an alternate to landfill disposals. Briquette machines were not feasible due to cost factors, but later the team discovered cattle feed manufacturing machines that proved effective for converting flax dust and small fibre into boiler fuel in the form of briquette.

Thus, this project was taken up and the unit is expected to reduce around 1,200 MT of landfill waste annually, helping achieve the Group's Zero Waste to Landfill goal by 2030 and Net Zero Emission by 2050.





Reduction in Scope 1 GHG emissions through alternate fuel use



Reduced fossil fuel consumption by about 1,000 MT



Lowers product footprint by cutting GHG emissions



In FY24, reduced 179.4 MT of landfill waste and 250 tCO₂



Enhanced HIGG Index Score and ESG disclosures

Revolutionary Sulphate Recovery System - A Leap in Sustain-ability | Grasim Industries Ltd.

Grasim Industries has achieved a significant milestone by commissioning a new Sulphate Recovery System featuring advanced Nano Filtration Technology (RO) at their Renukoot plant.

This innovative system eliminates the need for Barium Carbonate, a key raw material previously used in the traditional sulphate removal process. The new system also significantly reduces the generation of brine sludge, a byproduct of the sulphate removal process. The moisture content in the sludge recovered from the filter press has been reduced by 25-29%, easing the burden on waste management practices.

The successful implementation of the Sulphate Recovery System at the Renukoot plant serves as a model for other facilities within the company and the industry at large. It demonstrates that with the right technology and commitment, substantial environmental and operational benefits can be achieved. As Grasim Industries Limited, Renukoot continues to prioritise sustain-ability and operational excellence, the commissioning of this system represents a significant step forward in their journey toward achieving both environmental and economic goals.



The new system has achieved notable outcomes



The elimination of barium carbonate has reduced its associated environmental impact



Brine sludge generation has decreased by 36-40%

From Challenge to Resilience: Hindalco's Climate Adaptation Journey

In 2019, Hindalco's Birla Copper plant in Dahej faced an extraordinary challenge when unprecedented rainfall caused severe flooding, disrupting operations. What could have been a major setback instead became a catalyst for innovation, propelling the company on a path of resilience and sustainable growth.

In response to this adversity, Hindalco's leadership acted decisively, initiating a thorough assessment of the plant's vulnerability to extreme weather. Through detailed topographical surveys, elevation studies, and drainage system reviews, the team identified critical areas for improvement to safeguard the plant against future climate risks.

Armed with these insights, Hindalco transformed challenges into opportunities. They expanded stormwater drains, elevated key infrastructure, and implemented new drainage systems, creating a robust defence against future weather extremes. The plant's upgraded infrastructure is now not only stronger but also more adaptable, designed to weather the uncertainties of a changing climate with greater resilience.

The impact of this initiative extended beyond physical upgrades. It cultivated a forward-thinking mindset across the organisation, embedding climate adaptation and sustain-ability into Hindalco's operational DNA. The lessons learned from Dahej are now shaping climate-resilient strategies across other Hindalco sites, ensuring that resilience becomes an ongoing and evolving priority.

Today, the Birla Copper plant stands as a symbol of Hindalco's proactive and visionary approach, far better equipped to handle heavy rains and operational risks. This transformation displays how strategic foresight, and sustainable planning can turn challenges into opportunities. Hindalco's journey is a powerful reminder that preparing for the future starts with embracing change today.





Strengthened Resilience

Infrastructure enhancements have significantly improved the plant's capacity to manage extreme weather with minimal disruption.



Proactive Leadership

Hindalco's swift and strategic actions reflect a clear commitment to future-proofing operations.



Sustainable Infrastructure

Expanded stormwater systems and elevated key structures provide long-term flood protection.



Resilience Thinking

Climate adaptation strategies now influence operations across Hindalco's sites.



Operational Continuity

By addressing vulnerabilities, Hindalco ensures its operations remain secure and stable in the face of climate change.

Reporting and Transparency

At Aditya Birla Group, our commitment to transparency and robust reporting drives our group businesses' approach to sustainability. By embedding comprehensive frameworks and assurance mechanisms, we ensure that our disclosures remain credible, relevant, and aligned with global standards.

Business	Report	Frameworks/Guidelines/Standards	Assurance	Link
Hindalco Industries	Integrated Report 2023-24	INTEGRATED REPORTING IR Business Responsibility and Sustainability Reporting (BRSR) GRI GOLD Global Compact Sustainable GOALS SIMPLE GOALS ISING BUSINESS RESPONSIBILITY AND GRID GRID GRID GRID GRID GRID GRID GRI	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	Click here
UltraTech Cement	Integrated Report 2023-24	INTEGRATED REPORTING IR Sustainability Reporting (BRSR) Business Responsibility and Sustainability Reporting (BRSR)	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	Click here
Grasim Industries	Integrated Report 2023-24	INTEGRATED REPORTING IR Business Responsibility and Sustainability Reporting (BRSR) United Nations Global Compact SustainABLE GALS TCFD Sustainability Reporting (BRSR) National Guidelines on Responsible Business Conduct (NGRBC)	'Moderate' Assurance of Integrated Report and 'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	Click here
Aditya Birla Fashion and Retail Limited	Integrated Report 2023-24	INTEGRATED REPORTING IR Business Responsibility and Sustainability Reporting (BRSR) Business Responsibility and Sustainability Reporting (BRSR) United Nations Global Compact	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	Click here
Century Textiles and Industries	Integrated Report 2023-24	INTEGRATED REPORTING IR Sustainability Reporting (BRSR) Business Responsibility and Sustainability Reporting (BRSR) Business Responsibility and Sustainability Reporting (BRSR)	'Limited' Assurance for non-financial information of BRSR (Business Reponsbility & Sustainability Report) and Integrated Report as per GRI standards.	Click here
Aditya Birla Capital	Annual Report 2023-24	Business Responsibility and Sustainability Reporting (BRSR)	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	Click here
Century Enka	Integrated Report 2023-24	INTEGRATED REPORTING Business Responsibility and Sustainability Reporting (BRSR)	Not assured	Click here
Essel Mining & Industries	Sustainability Report 2023-24	GRI SUSTAINABLE GOALS	'Limited' Assurance of non-financial ESG performance of Sustainability Report	Click here
Birla Carbon	Sustainability Report 2023-24	GRI GREENHOUSE GAS PROTOCOL	Scope 1 & 2 assurance (finalising scope 1, 2, & 3 verification now, will be completed by EOY 2024)	Click here
Novelis	Sustainability Report 2023-24	GRI III Secretario	'Limited' Assurance of greenhouse gas inventory	Click here



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