



ADITYA BIRLA GROUP

SUSTAIN-ABILITY 3.0

NAVIGATING
OUR NEXT HORIZON

SUSTAIN-ABILITY
REPORT 2025

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ABOUT ADITYA BIRLA GROUP

Aditya Birla Group's purpose is "To enrich lives, by building dynamic and responsible business and institutions, that inspire trust." For over seven decades, this purpose has guided our journey from a pioneering Indian enterprise to

a US \$67 billion global force, present across 41 countries and six continents.

Headquartered in Mumbai and supported by over 227,500+ people from more than 100 nationalities, our diverse portfolio spans critical sectors including metals, cement, fashion, financial services, telecommunications, chemicals and renewable energy. With over 340 manufacturing facilities, we touch the lives of more than 300 million people worldwide.

Global Rankings & Leadership

#1

in Aluminium Rolling

#1

Recycler of Aluminium

#2

in Carbon Black (based on installed production capacity)

#2

in Cellulosic Staple Fibres

#2

in Copper Rods (excluding China)

#2

in Cement by capacity globally (Excluding China)



Sustain-ability & ESG Recognitions

Driven by a purpose, vision and effort, our Group companies continue to be recognised for excellence in sustain-ability across global benchmarks.

Hindalco

Recognised "World's Most Sustainable Aluminium Company" for the 5th consecutive year in the S&P Global CSA (2024)

UltraTech

Ranked 9th globally in Construction Materials sector in the S&P Global DJSI (CSA 2024)

ABFRL

Ranked 4th globally and highest in India in Retail sector in S&P Global CSA (2024)

Aditya Birla Real Estate

In GRESB rating, Birla Estates scored 96 in Development portfolio (Residential), ranking 4th in Asia (residential-non listed category) and 90 in Standing Investments (Commercial portfolio), securing 3rd in India (office - non listed category) with five star ratings

Birla Carbon

ISCC Plus Certification for 16 plants worldwide and The International Carbon Black Association (ICBA) honored 13 Birla Carbon sites with Gold level recognition under its Safety Performance Recognition Programme

Novelis

World's largest aluminium recycler. Recycles 84 billion+ beverage cans every year

MESSAGE FROM THE CHAIRMAN

At Aditya Birla Group, we believe growth is purposeful only when it translates into real-world impact—enriching lives through dynamic, responsible businesses and institutions that inspire trust and embody our commitment to be a Force for Good.



Dear Reader,

FY25 reinforced this conviction amid global flux, shifting priorities, and the growing recognition that strong fundamentals, agility, and long-term clarity are essential to enterprise success. Operating in what we characterise as a U3 world – Uncertain, Unpredictable, Unorthodox, we have navigated this period with strategic discipline, organisational agility, and a sharp focus on the next horizon.

With a presence across 20+ sectors in 41 countries and 6 continents, and over 340 state-of-the-art manufacturing units, the Group's scale demands intentional and accountable action. Over the past year, our businesses have continued to deliver resilient performance, sharpen competitiveness, and expand into new opportunities.

New platforms were launched and rapidly scaled in paints, jewellery retail, and B2B e-commerce. At the same time, we deepened leadership in our core sectors—cement, metals, fibre, chemicals, and financial services, further strengthening the foundations that anchor our long-term value creation.

Strong governance remains the foundation of our progress. At ABG, integrity shapes every decision, ensuring strategic alignment, accountability, and disciplined capital allocation across our diverse businesses. Advanced digital platforms now strengthen enterprise visibility, performance management, and risk oversight, while robust compliance systems reinforce ethical conduct and long-term value creation.

This governance ethos also guides the responsible adoption of emerging technologies like AI, automation, and digital systems, ensuring innovation enhances safety, capability, and organisational resilience. The longevity of our enterprises reflects the strength of this approach, exemplified by Essel Mining & Industries Limited (EMIL) having completed 75 years of operations.

Our people and communities remain central to our mission. This year, through programmes led by the Aditya Birla Centre for Community Initiatives and Rural Development, the Group positively impacted 11 million lives across 9,000 villages. Our healthcare outreach includes 300,000 people supported under the Village Social Entrepreneurs in Healthcare

initiative across 100 locations, and 100,000 women and children served annually through our Mother and Child Healthcare projects. Through sustained efforts in education, livelihoods, water stewardship, and rural infrastructure, we continue to strengthen the social fabric of the communities we serve.

Our workforce of 227,000 employees remains our greatest strength. This year, 13,233 professionals joined the management cadre across our businesses, with 76% under the age of 35. Management diversity continues to improve, with women now representing 16% of all managerial roles.

MESSAGE FROM THE CHAIRMAN

Learning and development continued to be a defining pillar of our people strategy, reinforcing our belief that talent is the engine of long-term institutional strength. This year, Gyanodaya, our Leadership and Learning Centre, took a significant leap forward with the inauguration of a new 158,000 sq. ft. campus featuring state-of-the-art infrastructure and immersive learning technologies.

More than 6,300 colleagues participated in programmes focused on future skills, leadership, and functional excellence. In parallel, the Gyanodaya Virtual Campus deepened its reach and impact, with 92% of our workforce, nearly 60,000 employees, engaging in high-quality digital learning. Together, these efforts reflect our continued investment in building a capable, future-ready organisation.

Our responsibility to the environment is equally pivotal. UltraTech demonstrated leadership this year by becoming one of the first industrial enterprises in India to commission 1 GW of renewable energy capacity for captive use, significantly increasing the share of green energy in its mix. Its logistics excellence is equally notable, transporting peak volumes of over 10 million bags per day to 30,000+ destinations through an integrated mix of rail, road, and sea routes, including the use of captive jetties to service coastal demand.

Hindalco continued to be recognised among the Top 1% of aluminium companies globally in the S&P Global Corporate Sustainability Assessment.

This distinction reflects its deep-rooted commitment to balancing performance with purpose.

Across the Group, gains are visible in energy efficiency, waste heat recovery, advanced materials, cleaner processes, green power adoption, and the rapid expansion of renewables. These efforts reinforce our long-term environmental commitments and strengthen our competitiveness.

As we look ahead, the coming decade calls for stronger competitiveness, new growth engines, advanced technologies, and continued investment in people and capability-building.

By drawing on the strength of our past and the clarity of our present, we remain steadfast in creating lasting value for our people, our communities, and the planet as a Force for Good.

Kumar Mangalam Birla
Chairman, Aditya Birla Group



MESSAGE FROM THE DIRECTOR

Sustain-ability at Aditya Birla Group marks a shift from managing risks to creating long-term competitive advantage and shared value. It is a holistic, integrated approach anchored in practical, operational excellence that delivers measurable outcomes.



Dear Reader,

At ABG, Sustain-ability is not a short-term pursuit but a long-term imperative, a discipline that demands consistency, engineering rigour, and the courage to stay the course. Our approach integrates purpose, performance, and partnership, ensuring that every decision balances ambition with realism

Putting People At The Core

At the heart of a sustainable organisation are our people. Protecting them, nurturing their growth, and empowering them to thrive is our most important responsibility. Across our operations, we continue to build a safety culture rooted in awareness, responsibility, and continuous learning. Safety today encompasses well-being, balance, and health. By integrating digital tools to monitor and support worker health, we take proactive steps to care for our people, who remain the foundation of everything we do.

Reshaping Growth Through Environmental Stewardship

As a diversified conglomerate, we recognise our responsibility to manage resources wisely. I see climate change as a multivariable equation where energy, water, waste, biodiversity, all need to be optimised. Over-stressing one parameter can impede progress in other, equally important areas. Our Climate Adaptation and Resilience Assessment (CARA) Framework helps us identify risks, prioritise investments, and build adaptive capacity across operations and supply chains, preparing us for a changing climate.

Circularity As An Economic Opportunity

Turning industrial residues into valuable resources strengthens the circular economy, reduces dependence on raw materials, and enhances long-term resilience. Principles like Waste to Wealth, supported by digital insights, help us unlock greater value from every resource.

MESSAGE FROM THE DIRECTOR

Extending Sustain-ability Beyond Operations

Our commitment to Sustain-ability extends across our value chain. We promote ethical practices, responsible sourcing, and embed climate resilience and ESG principles across the ecosystem. By driving efficiency, accountability, and sustain-ability among our suppliers and partners, we ensure our operations are resilient, future-ready, and aligned with our long-term business and environmental objectives.

Giving Sustain-ability the Digital Edge

Digital tools are transforming and fast-tracking Sustain-ability action. From monitoring emissions to tracking resource efficiency and worker well-being, technology enables us to act faster, smarter, and with measurable impact.



A Governance Ethic That Endures

The ABG Sustainable Business Framework integrates ESG considerations across Group, business, and site levels. Transparent reporting, risk management, investor engagement, and robust compliance ensure that all initiatives including decarbonisation to climate resilience, are accountable, credible, and aligned with global standards.

Every action, however small, contributes to a more sustainable, inclusive future. By embedding these principles into everything we do, we are a Force for Good.

Satish Pai

Director-in-Charge, Group Sustain-ability Cell, Aditya Birla Group
Managing Director, Hindalco



MESSAGE FROM THE CSO



Navigating new horizons demands the readiness to face challenges, the agility to course-correct when possible, and the resilience to set sail again when it is not.

Dear Reader,

Today, the world faces rising uncertainty, and the latest State of Climate Action 2025 report makes it clear that global efforts to mitigate the climate crisis are not moving fast enough. There is an urgent need for bold and transformative action.

Against this backdrop, FY25 marked a defining moment in Aditya Birla Group's sustain-ability journey. Over the years, we have built strong foundations through compliance, governance, and transparent disclosures, creating a disciplined and consistent approach to sustain-ability across the Group.

Now, as we embark on Sustain-ability 3.0, we are consolidating our transition from compliance to value creation, resilience, and competitive advantage. This shift aligns with our aspiration to be a Force for Good, and the progress achieved in FY25 shows that this transformation is gaining momentum. It positions the Group to respond more effectively to global challenges while driving responsible and sustainable growth.



Safety

Under our Zero Harm vision, we achieved a 20.75% annual reduction in Lost Time Injuries since FY20. In FY25, we reinforced our safety systems by expanding TapRooT® investigations, deepening behaviour-based safety observation engagement, improving process safety monitoring, and integrating new safety standards into the Group framework. Combined with capability-building programmes including REBOOT, INSPIRE, life-saving rules, and advanced root-cause analysis, they reinforced accountability and advanced our transition to a more proactive and resilient safety culture.

Decarbonisation

Decarbonisation is central to our climate strategy. Progress in FY25 was driven by energy efficiency, process optimisation, Waste Heat Recovery, and increased use of alternative fuels. Low-carbon transitions accelerated through renewable electricity and emerging storage pilots, with sites achieving 100% renewable power. Businesses including UltraTech, Hindalco, Novelis, and ABFRL continue to disclose through CDP, reflecting transparency in climate risk management and emissions reduction.

Biodiversity Management

Protecting nature is integral to navigating the future. The Group advanced its No Net Loss approach through the adoption of the TNFD framework, with Hindalco publishing its first TNFD-aligned disclosures. This reflects our commitment to transparent, science-based biodiversity management.

MESSAGE FROM THE CSO



Water Resilience

Water risks continue to rise across geographies, making stewardship essential. In FY25, Hindalco Copper and Birla Cellulose achieved the Group's 50% freshwater reduction target, and seven ABG entities achieving more than a 20% reduction in freshwater withdrawal intensity at the unit level. These milestones mark important progress in building long-term water resilience.

Waste to Wealth for Circularity

In FY25, our Waste to Wealth initiatives advanced resource recovery and reduced environmental footprint. Efforts such as UltraTech's plastics circularity initiatives, Novelis' global aluminium recycling leadership, and Hindalco's expanded use of recycled metal scrap reflect our ability to turn waste into sustained value while building a more circular operating model.

Supply Chain

In FY25, we strengthened responsible sourcing through the Group Supply Chain Code of Conduct and advanced digitalisation to enhance visibility and onboarding efficiency. ESG assessments of significant suppliers, capability-building programmes, greener logistics, and circularity-focused initiatives reinforced a supply chain that is more ethical, transparent, and climate-ready.

Digital for Sustain-Ability

Digitalisation continues to accelerate our transformation. ENABLON strengthened safety and compliance, Data lake brought together Group-wide ESG data for sharper insights, and Positiiv Plus enhanced supplier sustain-ability.

AI, predictive analytics, and the expanding Positiiv Plus enabled more proactive risk management and faster progress across Sustain-ability 3.0 priorities.

Empowering Communities

Our community work reflects what it means to be a Force for Good. In FY25, the Aditya Birla Centre for Community Initiatives and Rural Development expanded access to health, education, clean energy, and livelihoods. From scholarships and mobile science labs to financial literacy and PMKVY-linked skilling, our programmes supported inclusive development.

As we look ahead, acceleration remains essential. A culture of Sustain-ability is taking deeper root across the Group, driving collaboration and knowledge sharing, that helps us keep raising our ambition.

This Report outlines our performance on material issues. I invite you to review it and share your valued feedback.

Deeksha Vats

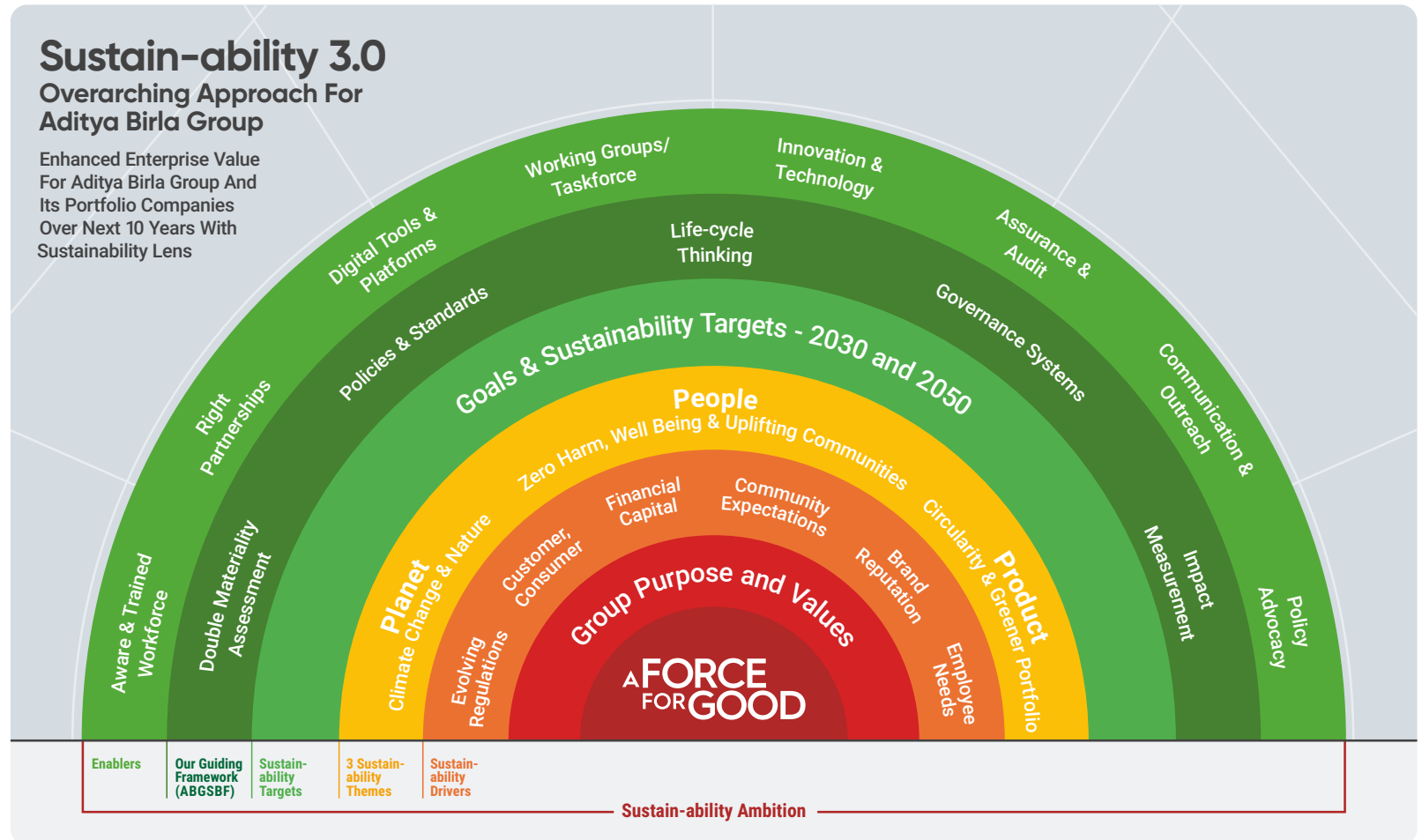
Group Chief Sustain-ability Officer, Aditya Birla Group



ABG SUSTAIN-ABILITY 3.0

Sustain-ability 3.0 is Aditya Birla Group's strategic approach to enhancing enterprise value across the Group and its Portfolio Companies in the short and long term with sustainability lens.

It builds on earlier phases of our journey; meeting regulations and establishing essential systems for responsible operations (Sustainability 1.0) and then strengthening performance through the 4D approach* to identify material issues and set measurable, time-bound targets (Sustainability 2.0). Sustain-ability 3.0 builds on the first two approaches and integrates our 2030 and 2050 ambitions that align with our Group Purpose and Values to act as a Force for Good.



*4Dimensions: Sector, Geography, Value Chain Position, Maturity of sustain-ability practices

Our priorities are shaped by internal and external sustain-ability drivers that influence enterprise value, stakeholder expectations and business resilience. These include:

- 1 Evolving regulatory and disclosure requirements
- 2 Customer and consumer expectations
- 3 Access to financial capital
- 4 Employee and community needs
- 5 Brand reputation and trust

ABG SUSTAIN-ABILITY 3.0

Together, these drivers help us identify sustainability topics that are most relevant to our businesses and stakeholders. Our sustain-ability priorities are organised under three Group-wide themes:

Planet

We focus on reducing our environmental footprint and strengthening resilience. Key areas include climate action and decarbonisation, water stewardship, resource conservation, waste management, and protection of nature and biodiversity.

People

Safety underpins all our business decisions. We promote physical and mental well-being across our workforce and value chains, with a continued focus on zero harm, inclusive workplaces and responsible employment practices. We also recognise our responsibility beyond the workplace working to uplift communities by strengthening local well-being, supporting livelihoods and skills, and partnering to create safer, healthier and more resilient communities wherever we operate.

Product

We advance circularity through design, reuse and recycling, improve material efficiency and expand greener and more responsible product portfolios to meet evolving market expectations.

Targets

Pillars	Material areas	Group philosophy and commitments	
PLANET (Climate Change & Nature)	1. Decarbonisation	Net-zero carbon emissions by 2050	GOVERNANCE Transparency & Reporting Corporate Governance
	2. Climate change adaptation	Identify and mitigate climate-related physical risks	
	3. Biodiversity management	No net loss through mitigation hierarchy	
	4. Water resilience	20% Reduction in freshwater withdrawal intensity in 2030 (Base year FY2025) Water positive at mining locations	
	5. Waste to Wealth	Zero Waste to Landfill by 2030, Alternative raw materials	
PEOPLE (Zero Harm & Well Being)	6. Employee and contractor safety	Zero Harm approach, 20% year-on-year reduction in injury rates	
	7. Occupational health	Prevent chronic occupational illness, care of psychological health and support in medical emergencies	
	8. Human rights (including diversity & inclusion)	Respect and protect human rights and provide access to remedy	
	9. Strategic stakeholder engagement	Understand stakeholder expectations and build effective long-term relationships	
	10. Talent management	Build the organisation as an exciting world of global opportunities for professional growth with human care	
	11. Empowering communities	Foster inclusive growth by engaging, uplifting and empowering the underserved	
PRODUCT (Circularity & Greener Portfolio)	12. Value chain Thinking & Impact assessment	All major products to complete lifecycle analysis by 2030	
	13. Green Revenue	Increase percentage of revenue from circular and greener products and services	
	14. Customer engagement and labelling	Provide transparent ESG information, eco-labels and guidance to support responsible customer choices	
	15. Supply chain management and responsible procurement	Engage with value chain partners for responsible procurement	

These priorities are translated into clear, time-bound sustainability targets for 2030, which is to guide near- and medium-term action and 2050 ambitions to support long-term transformation.

ABG SUSTAIN-ABILITY 3.0

Our ABG Sustain-ability Business Framework (ABG SBF) acts as our guiding system for this transformation and provides the architecture for consistent and credible systems development and implementation across ABG. It includes comprehensive sustain-ability policies, management and technical standards and detailed guidance notes aligned with global expectations.

Key elements of the system include:

- 1 Double Materiality Assessment**
- 2 Integration with ABG operations and services, including EHS and HR**
- 3 Lifecycle thinking across value chains**
- 4 Governance through committees and working groups**
- 5 Impact measurement systems**

The Group Sustain-Ability Cell conducts regular audits and assurance reviews to assess alignment with the framework and drive continuous improvement. Robust impact measurement systems enable us to track performance against targets, support informed decision-making and enhance the quality of reporting, disclosure and assurance.



The implementation and scaling of Sustain-ability across the Group are supported by eight core enablers:

Aware and Trained Workforce: Building sustainability capabilities through structured learning programmes, cross-functional collaboration and expert partnerships

Right Partners: Collaborating with global institutions, industry bodies and technical experts to bring new insights and accelerate progress

Digital Tools and Platforms: Leveraging systems such as the ESG Data Lake, ENABLON and ESG360 to strengthen data quality, transparency and decision-making

Working Groups: Cross-business teams that drive execution, coordination and alignment

Innovation and Technology: Adopting and scaling solutions that reduce environmental impact, improve social outcomes and unlock business value

Assurance and Audit: Strengthening credibility, discipline and continuous improvement

Communication and Outreach: Building awareness, engagement and alignment across the Group

Policy and Advocacy: Engaging constructively with policymakers and stakeholders to advance sustainability outcomes

GOVERNANCE SYSTEMS

With operations spanning multiple industries and geographies, Aditya Birla Group maintains strong governance systems that uphold transparency, accountability, and ethical conduct. Our approach goes beyond compliance. We embed clear processes for risk management, data confidentiality, and digitalisation, strengthening trust, protecting our reputation, and supporting long-term value creation. We continuously refine our governance systems to keep pace with evolving regulations, technologies, and stakeholder expectations. This ensures the Group remains responsive, resilient, and future-ready.

EHS and Sustain-ability Governance

Governance is a core pillar of Sustain-ability 3.0. Committees, working groups, and assurance mechanisms enable leadership oversight and effective decision-making across Group, Business, and Site levels. Our governance is anchored in the ABG Sustain-ability Framework (ABG-SBF), which includes:

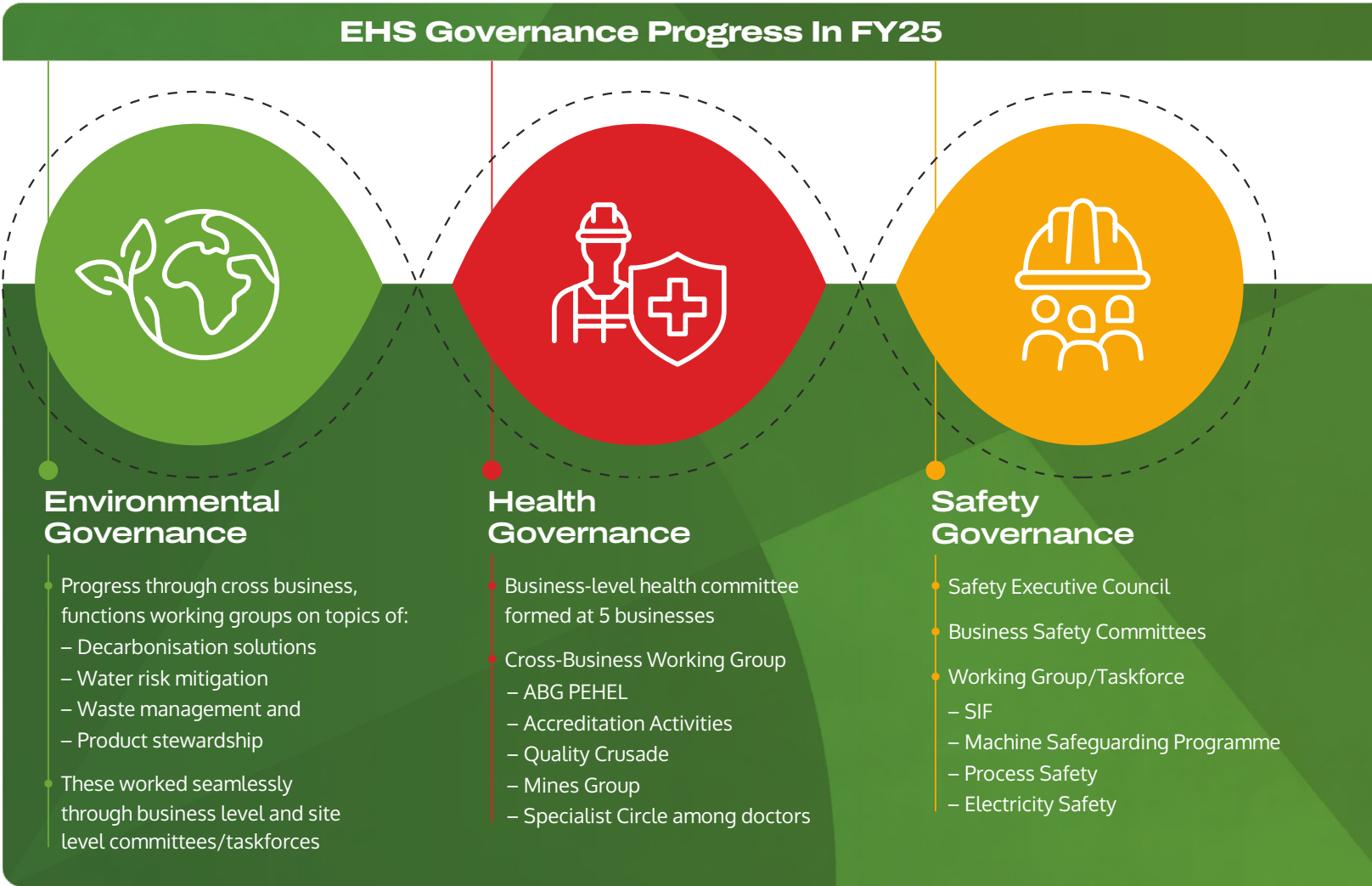
18+
Sustain-ability
Policies

52
Technical
Standards

18
Management
Standards

75
Guidance
Notes

Periodic revisions to these documents under ABG-SBF, ensures alignment with global benchmarks, peer practices, and emerging global, national regulations. The Group Sustain-Ability Cell conducts periodic audits and assurance reviews across businesses and their site locations to verify conformance with the Framework and drive continuous improvement. Read more about it in the Sustain-ability Assurance chapter.



Many of the ABG businesses now have APEX meetings on health & safety, environment & sustainability at regular cadence.

GOVERNANCE SYSTEMS

Legal and Compliance Oversight

Investor Relations Function

It ensures transparent engagement with investors and enables continuous improvement in ESG performance. Key practices include:

- A dedicated Investors section on the corporate website
- Direct channels for swift query resolution
- Structured engagements such as ABG Day, Investor Days, roadshows, and leadership interactions
- Regular disclosures through AGMs, quarterly releases, presentations, and earnings calls

This approach strengthens trust and reinforces our commitment to responsible reporting.



The Group Legal and Compliance Function

The function overlooks strategic areas covering competition law, data privacy, ESG matters, intellectual property rights, and key litigations. Periodic reviews by the Group General Counsel assess compliance status, new projects, regulatory changes, advocacy needs, and material legal developments. This helps the Group pre-empt and mitigate compliance risks effectively.



Centres of Excellence (CoEs)

Based on ongoing feedback and emerging trends, the Group establishes and strengthens CoEs to enhance governance, expertise, and operational efficiency. Certain CoEs, such as ESG & Compliance, have been merged to streamline capabilities and embed best practices.



AI-Enabled Governance Tools

In line with our commitment to innovation, the Group has developed Vidhi 2.0, an AI-powered legal assistant. This tool supports faster, smarter, and more consistent legal decision-making, and strengthens the democratisation of knowledge across ABG.



GOVERNANCE SYSTEMS

Risk Management

At Aditya Birla Group, risk management is integrated into strategy, planning, and day-to-day operations across all businesses. Each business identifies, assesses, and monitors risks through structured governance systems, supported by Board-level oversight and regular reviews. Clear roles, defined processes, and cross-functional coordination help businesses respond effectively to emerging risks and maintain continuity across diverse geographies and sectors

- Grasim follows a comprehensive Enterprise Risk Management framework that includes regular risk identification, risk heat mapping, and scenario reviews covering market conditions, regulatory exposure, supply chain disruptions, and climate-related risks. Oversight is provided by a dedicated Risk Management Committee, supported by business-level risk owners.
- Hindalco's risk management approach includes structured risk registers, risk prioritisation tools, and frequent reviews at the business and Board levels. The company monitors commodity price volatility, energy security, operational safety, digital and cybersecurity risks, and environmental compliance, supported by mitigation plans and business continuity measures across global operations.

Information Technology

Group IT function continues to strengthen governance across ABG by standardising cybersecurity practices, enhancing data privacy systems, and improving risk visibility across all businesses.



Cybersecurity

Unified oversight across 4,200+ assets and 230 apps, neutralising 42,000+ threats and 300mn+ cyber-attacks via the CDCC with ongoing automation, threat-intelligence, AI adoption, and expanded ethical hacking to further strengthen group-wide resilience.



Data Privacy

Trust-Arc platform and Cookie Consent Manager deployed across 4 businesses and 44 websites, with expansion to 7 more businesses and 32 additional websites underway.



Governance, Risk and Compliance

Cyber maturity tracking and risk monitoring now span 24 businesses (3 onboarding), with a new Unified Controls Framework and Action Board v2 for evidence collection, a new OT Information Security Policy and expanded external risk assessments to value-chain partners in 7 Group businesses has been introduced.

SUSTAIN-ABILITY ASSURANCE

The ABG Sustainable Business Framework (ABG SBF), supported by the Sustain-ability Assurance System, forms the backbone of our transition to Sustain-ability 3.0. Together, they strengthen governance, ensure consistency, and enhance transparency across all businesses.

The system operates at two levels to drive effective implementation and continuous improvement.



Level 1: Self-Assurance

Businesses implement ABG's technical and management standards across Environment, Health, and Safety (EHS) and broader sustain-ability areas through use of these questionnaires.

Level 2: Independent Assurance

Trained internal auditors and accredited external assessors conduct second and third-party reviews to ensure objectivity and sustained improvement.

Approach

Self-Assurance Questionnaires (SAQ)

SAQs check the implementation of Sustain-ability Standards on specific topics at business sites through online and offsite assessments. In FY25, we upgraded 11 SAQs by simplifying questions, introducing graded responses, and shifting to incremental scoring. SMEs trained validators and contributors, and extended timelines improved clarity and response quality.

Aditya Birla Sustain-ability Assurance Process (ABSAP)

ABSAP follows a three-year cycle:

CYCLE

Year 1 - Third-party reassessment

Year 2 - Internal CAPA (Corrective Action and Preventive Action) effectiveness check

Year 3 - Third-party assessment

High-quality CAPA closures on ENABLON drive system improvements year-on-year.



The ENABLON platform supports assurance by tracking non-conformities through the CAPA system and monitoring legal obligations via the Regulatory Compliance Module.

FY25 Highlights

Pulp & Paper

Safety, Health, and Environment (SHE) assessments included structural integrity checks followed by action-planning workshops to identify gaps and define implementation roadmaps.

EMIL

SHE assessments at Vapi and RCML followed the ABSAP framework.

CFI – Environment Module

Site and cluster heads were trained on ABSAP. Inputs were reviewed, external assessors identified, and nine site assessments completed to strengthen environmental governance.

CFI – Business-Level Report

ABSAP insights from 17 sites were analysed across Leadership, People, Processes, and Assets. Risks were evaluated using the ABG Risk Matrix to support targeted action.

Human Rights

A new module aligned with ABG standards and global frameworks (GRI, UNGC, SASB, ASI, DJSI, WEF, BRSR) was developed with GSC inputs. Five Hindalco sites underwent human rights assessments.

DIGITAL FOR SUSTAIN-ABILITY

Our move to Sustain-ability 3.0 leverages digitisation and digitalisation for accelerating sustain-ability actions, operational excellence, and transparency & reporting.

The Digital for Sustain-ability initiative uses enterprise platforms, integrated data, and AI analytics to create value, protect business continuity, improve safety, and enable smarter, data-driven decisions for a sustainable future.



Enterprise-wide Digital Enablement

At the heart of our digital sustain-ability ecosystem is ENABLON, our enterprise platform that unifies performance management across the Group:

- **22,500+ users** across 178 manufacturing sites, 35 retail clusters, and 700+ offices leverage the platform for self-assessment and auditable, evidence-backed reporting through Self-Assessment Questionnaires (SAQs).
- **~27 million sustain-ability data points** tracked till date, enabling consistency and accountability across businesses.
- **~8 million safety-related risks (action plan)** logged and monitored till date. We introduced automation and advanced analytics this year, ensuring uniformity, traceability, and agile decision-making.
- **5 million safety events** have been tracked till date, which includes occupational and process safety events.
- **~1 million legal compliance tasks** have been tracked till date, with 140,000+ compliance tasks tracked annually.



Safety and Risk Intelligence

- The ENABLON Incident Management Module uses TapRoot® for robust root-cause analysis.
- New Change Management & Process Safety reporting modules launched in FY 25, have logged 15,000+ process safety events & Nearmiss, with tiered alerts on executive dashboard for real-time visibility.
- AI-driven tools; Describe It, Risk AI Advisor, and Chirpy (GenAI chatbot) enable predictive analytics, multilingual reporting, and real-time risk scoring to anticipate Serious Injury and Fatality (SIF) risks.

Supplier Sustain-ability

PositiivPlus strengthens supplier ESG traceability and engagement across the value chain.

Data Integration And Automation (ESG 360)

In response to regulatory and investor ESG data needs, ESG 360 developed by the Group Sustain-Ability Cell with Data & Analytics and business teams is an in-house platform consolidating ESG KPIs into the Group Sustain-ability Data Lake (GS-DL) for unified sustainability performance.

Integrated, Real-Time Dashboard

ESG 360 connects 2,389+ KPIs from Hindalco, UltraTech, Grasim, and ABFRL through automated integrations with ENABLON, Hyperion, SAP, and Poornata, providing a single-window, real-time dashboard for compliance with BRSR, GRI, TCFD, and S&P Global CSA frameworks.

Enhanced Assurance & Scalability

With 1,000+ users, ESG 360 strengthens data assurance and validation through a modular, secure, and scalable architecture.

ZERO HARM

At Aditya Birla Group, safety management is more than a priority; it's a value rooted in our 'Zero Harm' vision. This unwavering commitment fosters safety culture across all our businesses and geographies.

We focus on two key goals: preventing fatal injuries and achieving a 20% year-on-year reduction in lost time injuries.

20.75% 
Reduction in Lost Time Injuries
(annually since FY20)

Projects

Potential Serious Injuries & Fatality (SIF) Prevention

A digital module has been rolled out that flags Precursors and potential Serious Injuries & Fatalities (SIFs) from lower-category events every 24 hours, enabling businesses to initiate timely actions to mitigate associated risk.

Focused Workgroup for Key Identified Hazards

SIF Prevention, Electrical Safety Management, PSM, Enhancing Risk Perception, Contractor Safety Management.

Improving Risk Perception by strengthening BBS program

Integrating risk profiling into BBSO to move beyond counting unsafe acts, enabling comprehensive learning from root causes by evaluating awareness levels, training effectiveness, and behavioural factors driving unsafe actions.

Process Safety Management

Identifying Process Hazards for Non-PSM critical facilities and mitigating the risk through engineering controls.



Process Update

Incident Investigation & Root Cause Analysis

A total of 40 incidents were investigated, and their root cause analysis was conducted using the TapRoot® methodology in FY25.

Process Safety Events

A total of 12,513 Process Safety Events were reported in FY25.

Behaviour Based Safety Observations

BBSO has helped us improve Safety Culture index among the workforces. In FY25,

- Invested 3.42 lakh man-hours in BBSO engagement
- Established 9.49 lakh contacts
- Conducted 6.04 lakh observation rounds

Tailored Safety Training Programmes

- Process Safety Fundamentals: REBOOT
- Flagship Safety Leadership Skill Development Workshop – INSPIRE I and INSPIRE III
- Advanced Root Cause Analysis Workshop.
- Basic Incident Investigation Training
- Process Safety Event Reporting & Metrics
- Life Saving Rules
- Curated E-Learning courses on safety specifics
- BBSO Workshops

INTEGRATED HEALTH MANAGEMENT

At Aditya Birla Group, employee health and well-being are integral to our Sustainability 3.0 agenda.

Our Integrated Health Management approach brings this to life through a structured, measurable, and continuously improving system that delivers preventive, promotive, curative, and rehabilitative care across the entire employee lifecycle.



Preventive Actions

We are strengthening our preventive health systems through structured, data-driven, and targeted interventions across high-risk areas.

- Occupational Health Management Systems were reinforced through heat stress management and respiratory protection programmes. In FY25, qualitative heat stress assessments were completed at 56 sites, and quantitative assessments at 10 sites, based on GSC-led training.
- The Qualitative Exposure Assessment (QLEA) has been rolled out across operations to identify hazards within Similar Exposure Groups (SEG). QLEA was completed at 15 sites.
- Building on QLEA insights, Quantitative Exposure Assessments (QNEA) determine exposure levels, compliance requirements, and necessary control measures. In FY25, 19 sites completed QNEA.

Use of Digital Tools

ABG continues to strengthen digital health management by expanding the reach and capability of key platforms and tools.

- PEHEL, our digital health platform, covers 65 manufacturing sites across India, an expansion of eight additional sites over the past year making health data more accessible, transparent, and actionable.
- A suite of contemporary digital tools supports job stress assessments, office ergonomic surveys, employee feedback, and training needs identification for Integrated Health teams.

21
sites completed psychological stress mapping

45+
ergonomic assessments completed

H.Academy

Our H.Academy learning ecosystem continues to build awareness, strengthen technical capabilities, and elevate healthcare delivery across business units.

- H.Path inspires behaviour change through expert-led virtual sessions on fitness, nutrition, and mental well-being engaging 7,307 employees from 17 ABG businesses through 11 sessions.
- H.Refine deepens the proficiency of ABG's health teams in health systems and industrial hygiene. In FY25, 80 health professionals from seven businesses completed three modules.
- H.Radiance enhances clinical and emergency response skills for nursing staff, while H.Amplifier covers health, safety & HR professionals.
- The Train-the-Trainer programme continues to expand internal capacity by developing certified in-house first-aid trainers.



Together, these digital, preventive, and capability-building initiatives reflect a proactive, data-driven, and people-centric approach strengthening ABG's vision of a healthy, resilient, and future-ready workforce.

SUPPLIER SUSTAIN-ABILITY

By collaborating and working together with our supply chain, we focus on building a network that is agile, transparent and future-ready.

Our strategy continues to evolve with changing policies and regulations, increasing demand for sustainable products and advances in technology. This integrated approach drives both Group-wide alignment and business-level innovation.



Group-level Progress

- Procurement and supplier onboarding were further digitised to enhance transparency, efficiency, and traceability.
- A unified technology ecosystem comprising PositiivPlus (for supplier assessment), C-Doc (documentation) and RCM (for regulatory risk management), strengthened governance and visibility of supplier performance on sustain-ability.
- The 2025 Sustain-ability Conference spotlighted embedding ESG in procurement, design, and logistics, and deepening industry collaborations for shared impact.

Business-level Progress

- UltraTech on boarded 16,309 Tier-1 suppliers, completing 100% desk and on-site assessments of 135 business critical partners covering 42% of spend.
- Hindalco transitioned to a single-instance ERP system, standardising procurement and enabling future digital innovation.
- Novelis is advancing its 3X30 initiative, which focuses on circularity and carbon reduction within its supply chain.
- Advanced Materials is actively working to reduce the embedded carbon in its products through the work in supply chain.
- Emerging Business like Birla Opus and core sectors like CFI and Textiles are in the process of adopting the ESG Supplier Assessment Platform, improving engagement and evaluation.

PEOPLE MANAGEMENT

At Aditya Birla Group, our people are the force that enable us to turn strategy into action, innovation into impact, and ambition into results.

Across geographies, businesses, and generations, it is their expertise, energy, and values that our progress toward responsible growth, operational excellence, and long-term value creation.



Learning and Development

Identifying Talent

In FY25, 27% of our workforce formed part of the Talent Pool, with the average age reducing by 1.2 years. Over 200 senior leaders under 45 are part of this cohort. Our succession planning continues to deepen, with 64% of successors and 67% of critical JB5+ roles filled internally. Women now constitute over a quarter of the Talent Pool, strengthening leadership diversity.

Developing Talent

In FY25, 2,424 employees underwent Development Assessment Centres, achieving satisfaction scores above 4.5 and an NPS of 62.

Digital learning continued to scale, with satisfaction rates of 97–98% at junior levels and 86–91% at senior levels.

Our flagship Leading Edge programme is preparing 166+ future CXOs through immersive learning and senior mentorship.

The CARE and MYM programmes provide focused coaching and structured transition support to reduce disruption and accelerate readiness across the Group.

- In FY25, CARE expanded internal coaching capacity to 225 coaches, supporting 200+ active engagements.
- MYM guided 50 leaders through CXO transitions and offered digital resources: its microsite logged 6,000+ visits from 2,700+ users, with 80% rating it 4/5 for usefulness.

PEOPLE MANAGEMENT

Gyanodaya is a cornerstone of ESG and sustain-ability learning. In FY25, it engaged 848 participants across diverse programmes through classroom and webinar sessions.

Simultaneously, the Gyanodaya Virtual Campus expanded access to sustain-ability focused digital learning for over 1.6 lakh employees.



Career mobility continues to shape growth, with 6,500+ role changes, including 56% cross-business and 24% cross-functional shifts. Internal hiring at JB1–5 stood at 76%, reflecting a strong 'promote-from-within' ethos.

Engaging Talent

The Vibes 2025 engagement survey saw 94% participation and a 91% engagement score. Pride in working at ABG stood at 95%, and 93% of employees view it as a Great Place to Work. Women's engagement scores reached 84%, with 79% intent to stay, reflecting steady progress on inclusion and equity.



Nurturing Young Leaders

Our flagship Aditya Birla Group Leadership Programs (ABGLP) continues to onboard high-potential talent from leading B-Schools, engineering institutes, and CA programmes.

In FY25, 14% of the ABGLP pool experienced a role Movement, 40% of the ABGLP cohort in their first 10 years of their career with ABG underwent a niche Physical Learning Intervention (functional and behavioral) and 67% of the pool is part of the identified talent pool of the organisation.

Diversity and Inclusion

As a diverse conglomerate Aditya Birla Group is a true melting pot of capabilities, cultures, religions, genders, generations, and perspectives.



Gender Representation and Leadership

Women continue to play an increasingly prominent role in shaping ABG's leadership landscape. Today, over 9,500 women are part of our workforce, representing 16.3% of the management cadre and 9% of top leadership positions, including roles such as CEOs, CFOs, CHROs, and Plant Heads.

17%
of all new hires are women in FY25; consistent y-o-y increase in women's representation across ABG, highest gains made in India.

Generational Diversity

70% of our workforce is Gen Y and Gen Z, and 88% of women employees fall into these categories.

PEOPLE MANAGEMENT

Transforming How We View Diversity with Soch

UltraTech



UltraTech's 'Soch' programme is designed to foster awareness, challenge biases, and cultivate inclusive behaviours across the organisation.

Through workshops, storytelling, and sharing diversity success stories, the initiative champions diversity across gender, age, background, and region, encouraging employees to embrace differences as strengths.

Human Rights Management

Our commitment to Human rights is grounded in a Group-wide Human Rights Policy, aligned with international standards and the UN Global Compact. This framework spans employees, suppliers, and communities, ensuring that respect for human rights is woven into every aspect of our value chain.



Human Rights Due Diligence (HRDD)

The Human Rights Due Diligence (HRDD) process, embedded across the Group, enables early identification and mitigation of risks, strengthened by accessible grievance mechanisms and clear supplier accountability measures.

In FY25, we strengthened our approach by integrating a **dedicated Human Rights module into the ABGSAP**. Aligned with our standards and global frameworks, the module covers human rights management, Indigenous rights, stakeholder engagement, grievance redressal, cultural heritage, and crisis response.

We conducted human rights assessment for 5 locations of Hindalco.

Driving Human Rights Dialogue

Hindalco



In FY25, Hindalco partnered with the Odisha Human Rights Commission to host a pioneering Human Rights Conference, bringing together experts, officials, civil society, and dignitaries to strengthen human rights protection in Odisha.



CLIMATE RESILIENCE

Climate resilience is a strategic priority for Aditya Birla Group as climate risks increasingly shape the operating environment across our businesses.

Through the Climate Adaptation and Resilience Assessment (CARA) Framework, a structured six step approach, and Group-wide implementation, we are translating climate risk insights into targeted adaptation actions that protect value and strengthen long-term resilience. With assets spanning coastal, flood-prone, and water stressed regions, we focus on anticipating risk, strengthening preparedness, and building adaptive capacity.



The CARA Framework at ABG

Our climate-risk pilots highlighted the need for a structured and consistent approach. The Climate Adaptation and Resilience Assessment (CARA) Framework responds to this by offering a clear, step-by-step pathway that takes sites from risk identification to practical adaptation.

Structured Process

A systematic method to assess, manage, and adapt to physical climate risks.

Integrated Planning

This enables businesses to climate-proof assets, supply chains, and communities prone to chronic and acute climate events.

Group-wide Rollout

Risk based prioritisation move starting with sites and supported through capacity building and monitoring.

Collaborative Action

Builds partnerships with research bodies, solution providers, and local authorities to ensure science-based and locally relevant solutions.

ABG's Six-Step Approach to CARA — Across Own Assets



CLIMATE RESILIENCE

Understanding Climate Risks

In 2023, ABG completed a Group-wide climate risk assessment across 200+ sites in India and overseas. The study analysed exposure to floods, cyclones, heat stress, and water scarcity for 2030 and 2050 across multiple climate scenarios.

It identified high-risk regions and quantified potential exposure and value at risk, guiding adaptation planning and investment priorities. Heat and floods were selected as priority risks due to their operational and workforce impacts. Further to the climate risk screening exercise, the Aditya Birla Group has initiated pilot programmes on Climate Adaptation and Resilience Planning for high-risk locations. As part of this effort, four sites across four different ABG businesses have been selected for detailed climate-risk assessment, adaptation planning, and on-ground actioning. These pilots will help translate risk insights into practical, site-level resilience measures and inform broader Group-wide scale-up.

Risk to Resilience - Implementing Adaptation Strategies

Initiated deep-dive adaptation studies at pilot sites in sectors such as aluminium, fibre, and cement, focusing on localised stressors and business-continuity preparedness.



Developed site-specific adaptation measures to enhance emergency readiness, resource efficiency, and operational reliability.



Advanced the creation of a Group-wide Climate Adaptation and Resilience Assessment (CARA) Framework and Flood Response Guidance, providing businesses with structured tools to strengthen resilience in a consistent, scalable way.



From risk awareness to resilience in action, Aditya Birla Group continues to strengthen its adaptive capacity, building climate-ready operations, and empowering people and pathways for sustainable value creation.

DECARBONISATION

Guided by our 3.0 approach—People, Planet, and Places, Aditya Birla Group places climate action and nature at the centre of its transition to Net Zero by 2050, aligned with global climate goals and stakeholder expectations.

Our decarbonisation approach follows the Avoid-Minimise-Remove-Offset hierarchy and is embedded within business strategy, capital allocation, and site-level execution. In FY25, renewable energy gained increased strategic priority across Group companies, with more than 1.2 GW of installed renewable energy capacity across businesses, excluding Aditya Birla Renewables—marking a significant step towards decarbonising our operations.



During FY25, we accelerated actions across energy efficiency, process innovation, logistics decarbonisation, renewable energy and supplier engagement. Tracking progress across the group, we monitor Scope 1, 2 and 3 emissions ensuring that our initiatives translate into tangible reductions and more sustainable operations.

Across ABG, companies have GHG emissions reduction targets in place, aligned with their operational contexts. In addition, UltraTech Cement and Aditya Birla Fashion and Retail have their near-term GHG reduction targets validated by the Science Based Targets initiative.

- **UltraTech** continued to expand its clean energy capacity, taking its total clean capacity to 1371 MW, which includes 351 MW from Waste Heat Recovery and 1,020 MW from RE sources.
- **Hindalco** sustained 190 MW of RE capacity (without storage), while **Aditya Birla Renewables (ABREN)** expanded total capacity to 1,470 MW (564 MW within the Group).
- **Birla Carbon, Chemicals, and Grasim:** Advanced decarbonisation through process optimisation and low-carbon fuel substitution.
- **Emission intensity** declined across most units, showing steady low-carbon progress.

DECARBONISATION

Energy Efficiency & Renewable Adoption

Towards decarbonisation, we reduced fossil energy use and increased clean energy adoption through energy optimisation, fuel blending, biomass substitution, and renewable energy deployment across multiple procurement models-including captive, group captive, open access, power purchase agreements (PPAs), and early-stage energy storage pilots. These efforts lay the foundation for our Net-Zero Carbon Emission goals.

Energy Use Profile FY25

Business	Fossil Energy Use	Non-Fossil Energy Use	Total (Million GJ)
Grasim	62.5	4.3	66.8
Hindalco*	280.76	2.12	280.76
UltraTech	347.6	9.6	357.2

*Excluding Novelis

(million tCO₂e)

Business	Scope 3 Emissions	
	FY24	FY25
ABFRL	1.5	0.8
ABLBL	-	0.8
Birla Carbon	1.8	0.9
Hindalco	2.4	2.7
Novelis	12.4	11.4
UltraTech	8.2	12.7
Grasim	4.8	6.2
Total	31.1	35.5

Note: ABFRL - Aditya Birla Fashion and Retail Ltd.; ABLBL - Aditya Birla Lifestyle Brands Limited;

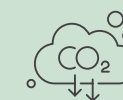
Decarbonisation Platform driving actions

To accelerate decarbonisation and enable cross-learning across the Group, we have established a Decarbonisation Working Group in partnership with the Aditya Birla Science and Technology Centre (ABSTC). This platform drives collaboration to identify, pilot, and scale innovative solutions, supported by structured knowledge sharing through a monthly Decarbonisation Connect for exchanging insights and best practices. Separately, UltraTech Cement has partnered with IIT Madras and BITS Pilani (Goa) to pilot carbon capture and utilisation (CCU) technologies in the cement sector, reinforcing the Group's commitment to next-generation, innovation-led progress towards Net Zero.

(million tCO₂e)

Business	Scope 1 & 2 Emissions	
	FY24	FY25
Aditya Birla Capital	0.003	0.006
ABFRL	0.097	0.074
ABLBL	-	0.036
Aditya Birla Insulators	0.037	0.043
Aditya Birla Estates	0.003	0.003
Birla Carbon	3.6	3.6
Birla Cellulose	3.7	4.1
Chemicals	3.3	3.1
Essel Mining	0.2	0.2
Hindalco	27.8	27.8
Novelis	2.2	2.3
Textile/AF/OS	0.7	0.7
UltraTech	73.1	83
Grasim	-	-
Total	114.9	124.9

Note: ABFRL - Aditya Birla Fashion and Retail Ltd.; ABLBL - Aditya Birla Lifestyle Brands Limited; Textile/AF/OS - Textile/Acrylic Fibre/Overseas Spinning



Net-Zero Carbon Emissions By 2050

In FY25, three Group sites - Advanced Materials (Vilayat), PT Elegant Textile (Indonesia), and Birla Aurora (Mumbai), achieved 100% renewable electricity, setting a benchmark for site-level transformation.

DECARBONISATION

Progress on Targets and Emissions Intensity

The Group's businesses have set ambitious climate and energy targets aligned to global best practices. Progress is measured against baseline years with clear timelines for achieving reductions across Scope 1, 2 & 3 emissions, alongside renewable electricity adoption.

Company	Parameter	Base Year	Target Year	Target	Progress (FY25)
UltraTech	Scope 1	FY17	FY32	27% reduction	13% reduction achieved
	Scope 2	FY17	FY32	69% reduction	1% reduction achieved
Hindalco	Scope 1 & 2 GHG Intensity Reduction	FY12	FY27	25% reduction	19.5% reduction achieved
Novelis	Scope 1–3 Absolute Reduction	FY16	FY26	30% reduction	32% reduction achieved
Birla Carbon	Scope 1–3 Absolute Reduction	FY22	FY30	22% reduction	5.8% reduction achieved
Chemicals	Scope 1 & 2 GHG Intensity Reduction	FY17	FY30	30% reduction	26% reduction achieved
Textiles	Renewable Power Share	–	FY30	70% RE share	8.9% achieved



Emission Intensity

Business	UOM	FY23	FY24	FY25
UltraTech*	kg CO ₂ e/tonne of cementitious material	573.36	571.9	562.83
Grasim*	T CO ₂ e/INR Crores (Turnover)	236.2	251.35	200.73
Hindalco Copper*	TCO ₂ e/MT	2.41	2.22	2.16
Hindalco Aluminium*	TCO ₂ e/MT	19.21	19.39	19.40
Novelis**	TCO ₂ e/MT	4.56	3.97	3.64
Birla Carbon**	TCO ₂ e/MT	2.98	2.98	2.93

*Includes Scope 1 and 2 | **Includes Scope 1, 2 and 3 | UOM - Unit of Measurement

Our decarbonisation roadmap is being strengthened through active engagement and collaboration with leading global and industry partners.



WASTE TO WEALTH FOR CIRCULARITY

Across the Group, waste management is evolving from compliance to a driver of circularity, resource efficiency, and climate action.

Anchored in our goal of Zero Waste to Landfill by 2030, we are scaling hazardous and non-hazardous waste recycling, improving traceability, and increasing total waste utilisation.

1,311,818
Hazardous Waste Recycled
(in MT)

15,137,287
Non-Hazardous Waste Recycled
(in MT)



82 sites

across the Group achieved Zero Waste to Landfill status. With 16.45 million tonnes of waste being reused, recycled, or repurposed by our businesses (up from 14.9 million tonnes in FY24).

Waste-as-Resource: The Circular Advantage

Aditya Birla Group is redefining resource use by converting by-products and waste streams into valuable inputs that enable circular growth. **Novelis** leads with its closed-loop aluminium recycling system, where used beverage cans return as new material. **Hindalco** repurposes industrial residues such as red mud for cement and construction.

UltraTech expands its Alternative Fuel & Raw Material (AFR) programme by co-processing waste from other industries. **Birla Cellulose** and **Birla Carbon** strengthen circularity by integrating recycled fibres, bio-based feedstocks, and recovered carbon sources.

Together, these efforts advance the Group's vision of waste-as-resource and circular production.



Group-level Progress

- **85% of hazardous waste recycled or reused in FY25** as compared to 78% in FY24 and 69% in FY23.
- **88.5% of non-hazardous waste** was recycled, reflecting a sustained focus on circular waste management.
- **Total waste utilisation** across the Group continued to rise, reinforcing our commitment to resource efficiency and value recovery.

Business-level Progress

Business initiatives include increasing recycled content, plastic negativity, co-processing waste as fuel, and partnerships to close material loops across value chains.

- **Novelis achieved 63% recycled content in products**, recycling over 84 billion used beverage cans, aligned with its 3x30 Vision target of 75%.

- **UltraTech became 5.1x plastic negative** (up from 3.4x in FY24) and co-processed ~2.09 million tonnes of waste as alternative fuel.
- **Hindalco recycled 85% of waste** (11.09 million tonnes) and increased recycled scrap usage to 5.97% of inputs at its India operations (standalone).
- **Birla Carbon ensured 100% waste traceability** and recycled 4,461 tonnes of packaging material in Europe through the Repasack® partnership.
- **ABFRL and ABLBL sustained their Zero Waste to Landfill status** across all facilities.
- **Grasim achieved 93% waste recovery** through reuse, recycling, and recovery initiatives.
- **Birla Cellulose** partnered with Circ, a U.S.-based innovator in textile recycling, to use recycled textile pulp in lyocell fibre production, advancing textile-to-textile circularity.

WATER RESILIENCE

Water is an essential resource for shared progress across Aditya Birla Group's businesses, communities, and ecosystems.

We continue to address water stress through targeted actions that reduce freshwater consumption, enhance climate resilience, and improve operational efficiency.

Strengthening resilience while advancing responsible water stewardship is integral to our vision of being a Force for Good.

In FY25, the Group achieved a 14.4% reduction in freshwater withdrawal intensity per tonne of product (FY16 baseline).

Note: The variation from FY24 performance (18.22%) is due to the inclusion of additional businesses and improved reporting processes.

Reduction in Freshwater Consumption

At the business level, seven ABG entities achieved more than 20% reduction in freshwater withdrawal intensity against FY16 baseline at the unit level, with notable contributions from Birla Copper (58%), Fibre Business (54%), Domestic Textiles (49%), and Overseas Spinning (42%).

Water Positive Leadership

Hindalco achieved a major milestone with five mines certified as Water Positive and five plants attaining Scope-1 water positivity certification*. UltraTech recorded a water positivity ratio of 4.9 times in FY25, up from 4.17 times in FY23.

*As per Niti Aayog's Water Neutrality and Positivity framework.



Water Management - Risk & Resilience

We are prioritising interventions through enhanced recycling, rainwater harvesting, and the use of alternative water sources to ensure sustainable water management.

In FY25, the Group harvested 125.14 million m³ of rainwater, achieved Zero Liquid Discharge (ZLD) status at 30 sites (up from 27 in FY24), and recycled 10.6% of total water withdrawn, with the overall effluent recycle and reuse rate improving from 12% in FY21 to 21% in FY25.

Aligned with the Planet–Nature priorities detailed in our Sustain-ability 3.0 approach (see Chapter: Sustain-ability 3.0 Framework), ABG's Water Centre of Excellence (WCoE) has set FY30 targets.

22 MLD

(alternate source of water through desalination)

59.52 Million m³
of water recycled

125.14 Million m³
of rainwater harvested

BIODIVERSITY MANAGEMENT

We recognise that water stewardship and biodiversity protection are deeply interconnected foundations of nature-positive growth.

Our approach focuses on reducing water stress, safeguarding ecosystems, and preventing habitat degradation—while striving for 'No Net Loss' (NNL) of biodiversity where impacts are unavoidable. In FY25, we strengthened this integrated Nature agenda across businesses, with several sites advancing toward more resilient, nature-positive outcomes.



Management

ABG is actively contributing to land use management, water conservation, and afforestation. Miyawaki plantation technique is being used for green belt development across the Group.

1.9 million trees planted across various sites in FY25.

Biodiversity Management Plans (BMPs) are being implemented across sites to achieve NNL.

63 operating sites in India now have BMPs.

Progress

Hindalco have prepared and implemented BMPs for 39 sites out of 41 operating sites. It also planted 0.53 million trees in FY25, taking the cumulative total to 5.41 million.

Aditya Aluminum, Hindalco undertook a drive green transformation, which included the development of an 8,000 sq. m butterfly garden with curated nectar and host plants, creation of dedicated habitats for reptiles and ecological niches for mammals, wetland development in the township area with bird conservation measures that have encouraged the return of migratory species, and afforestation across 144 acres of degraded forest land allocated by the Government of Odisha.



Actions are being taken to replace invasive species with native species

at numerous operating sites. Hindalco conducted a pilot ecological restoration project on a two-acre land parcel at Renukoot, focusing on removing invasive species and revitalising native biodiversity. In its place, 2,000 saplings of native species – Pongamia pinnata, Neem and Tecoma stans – were planted.

Grasim completed baseline studies at three sites covering six business units.

With assessments planned in the next phase at Nagda, Kharach and Rishra, an additional five units across businesses will have baseline studies conducted. The company has cumulatively planted over one million trees.

Birla Cellulose earned the 'Dark Green Shirt' rating

in Canopy's Hot Button Report 2024 for the fifth consecutive year.

UltraTech completed biodiversity risk and impact assessments for all 24 of its units and planted 466,500 saplings in FY25.

PRODUCT STEWARDSHIP

It enables businesses to design and deliver Greener Products with superior sustain-ability performance across their lifecycle.

As we evolve from risk mitigation to value creation, we see significant opportunities across our value chain and emerging sectors. Under the Product theme of Sustain-ability 3.0, Product Stewardship is now a core pillar driving shared responsibility across the product lifecycle to minimise environmental and social impacts.



Our Approach

Recognising the diversity of ABG's portfolio from metals, cement, and chemicals to fibres, textiles, retail, and financial services, our approach is:

- designed to be both enterprise-wide and product-specific.
- It operates through four phases covering the full value chain, from raw materials to end-of-life.

This integrated approach enables businesses to design and deliver products that are low-carbon, circular, safer, resource efficient, and socially responsible. Our goal is to embed sustain-ability into every product decision, future-proofing our portfolio and positioning ABG as a leader in Greener Products for customers, communities, and the planet.



Operationalising Product Stewardship

As businesses transition toward Greener Products, we are building capabilities, strengthening systems, and enabling business-led execution by:

- Embedding sustain-ability and safety principles across product lifecycles.
- Preparing for global environmental regulations and product standards.
- Strengthening lifecycle accountability with transparent, quantified environmental impact reporting.
- Enhancing supplier sustain-ability through traceability, responsible sourcing, and human-rights due diligence.
- Integrating Life Cycle Assessments (LCA) and Environmental Product Declarations (EPDs) to quantify carbon, water, and waste performance:
 - 100+ ISO-compliant LCAs/PCFs and 10+ EPDs planned over two years
 - Developing a Group-wide LCA Platform for in-house assessments and eco-design
- Establishing governance for credible, compliant green claims.
- Identifying product-specific pathways for circularity, eco-design, material efficiency, and low-carbon innovation.
- Building internal capability through a hybrid in-house + expert-supported execution model, delivering ~70–75% cost savings versus fully outsourced programs while ensuring ISO- and EPD-grade credibility.

PRODUCT STEWARDSHIP

Our Green Product Portfolio

Product	Business	Sustain-ability Attributes
Recyclamine®	ABG Advanced Materials	Transforms traditionally non-recyclable composite waste into fully recoverable materials, enabling true circularity in thermoset applications.
Continua®	Birla Carbon	Upcycles end-of-life tyres into low-carbon carbon black alternatives, cutting ~0.73 tCO ₂ per tonne through circular production.
AL:sust®	Novelis	Delivers low-carbon aluminium using over 80% recycled content, reducing CO ₂ emissions by up to 74% versus primary aluminium.
Regel®	Thai Acrylic Fibre	GRS-certified recycled acrylic fibre that drives circularity in textiles with ≥50% recycled content.
ABY Green Poly®	Aditya Birla Yarn	Converts waste PET bottles into high-performance recycled polyester yarn with 30-40% lower energy use.
Reviva®	Birla Cellulose	Uses recycled pre-consumer waste to reduce virgin pulp demand in viscose manufacturing.
Spunshades®	Birla Cellulose	Eliminates conventional dyeing through dope-dyed fibres, delivering major water, chemical, and energy savings.
Birla Excel®	Birla Cellulose	Enables near-closed-loop fibre production with ~99.7% solvent recovery, sharply reducing process emissions and waste.
EcoEDGE.G	Hindalco	Offers low-carbon ingots, copper rods, and solar strips made with renewable energy and have zero or low carbon.
EcoEDGE.C	Hindalco	Offers circular products and services, such as recycled ingots, foil with recycled content, and green circle alloy.
Enviroplus®	UltraTech	It is a high-performance concrete solution designed for strength, durability, and sustainability. It reduces embodied carbon dioxide by up to 50% without compromising construction speed, supporting low carbon, eco-friendly building practices.
Raysileco	Grasim - Cellulosic Filament Yarn	Enables fully traceable, low-impact viscose filament production through certified sourcing, blockchain traceability, and best-in-class environmental controls.



OUTREACH & ENGAGEMENT

Through proactive, two-way engagement with industry bodies, investors, regulators, media, and civil society, we strengthen our competitive position and advance the Group's path toward sustain-ability leadership.

2nd ABG Sustain-ability Summit 2024

- Brought together 70+ sustain-ability and EHS leaders to convert the Sustain-ability 3.0 agenda into clear, actionable priorities.
- Delivered alignment on safety management, climate adaptation, assurance-led accountability, and thematic innovation areas.
- Advanced Group readiness on Digital Product Passports, ESG 360, biodiversity and circularity taskforces.
- Strengthened cross-business commitment to embedding Sustain-ability 3.0 into operations and decision-making.

Internal Communication Drives

- Human Rights Day campaign deepened understanding of human rights responsibilities across business functions.
- Campaigns reinforced Group-wide awareness and strengthened day-to-day ESG accountability.

International Process Safety Week 2024 boosted safety ownership through expert webinars, quizzes, case studies, and site-level engagement.



Expert Conversation Series

- Hosted 50+ global expert sessions since 2020, building a culture of continuous ESG learning. In FY25, 5 conversations were conducted.
- Provided colleagues worldwide access to thought leadership on climate, safety, energy, circularity, governance, and responsible value chains.
- Strengthened ABG's internal knowledge ecosystem and cross-company capability on emerging sustain-ability topics.

Memberships and Partnerships

- Strategic associations with WBCSD, GRI, UNGC, FICCI, CII, UL, and AXA Climate ensured alignment with global best practices.
- Enabled access to peer insights, cross-industry learning, and emerging policy developments.
- Enhanced ABG's ability to shape sustain-ability discourse at national and global platforms.



CDCC: ABG'S CROWN JEWEL OF CYBER DEFENSE



Aditya Birla Group's Cyber Defense & Command Center (CDCC) stands as a shining testament to our commitment to digital resilience and innovation. Faced with rising cyber threats and the complexities of global digitisation, ABG envisioned transformation of cybersecurity as a strategic, AI-driven enabler of safe, sustainable business.

A Vision Realised with over 140 locations, 40,000+ endpoints, and 4,000+ crown jewels under its watch, the CDCC operates 24/7, powered by a team of cybersecurity experts. Headquartered in Thane, with hubs in Chennai and Airoli, the CDCC unifies security across our worldwide operations.



EXCEPTIONAL IMPACT

- **Sustain-ability Linked:** Cybersecurity aligned with ESG goals.
- **AI/ML Innovation:** Tailored models detect insider threats and advanced attacks.
- **Self-Healing Automation:** Automation and AI/ML driven playbooks contain threats without disrupting operations.
- **Global Intelligence:** Real-time threat visibility and dark-web monitoring.
- **Vulnerability Management:** Proactive ethical hacking practices - a shift from reactive security to proactive security.

PERFORMANCE HIGHLIGHTS

- USD 100 million in breach cost avoidance.
- Zero major cyber incidents since launch.
- 42,000+ breaches prevented, 60,000+ malware attacks blocked.
- 400+ threat hunts, 230+ vital applications secured.
- 28 million cyber-attacks repelled during global events; 300+ million attacks in the last year.
- 90% faster threat detection, 61% faster response.
- Elevated trust among all stakeholders.

A New Standard of Excellence: The CDCC is more than a defense center it's a strategic pillar of ABG's digital future, setting new benchmarks in cybersecurity, compliance, and operational continuity.

ENGAGING INVESTORS, STRENGTHENING CONFIDENCE ABG DAY & ESG DIALOGUE SERIES



In the capital market, investor engagement is about telling a compelling story of purpose, performance, and progress, not just quarterly numbers. For Aditya Birla Group, this meant creating a consistent and differentiated platform to strengthen equity stakeholder narratives across our highly diversified portfolio. The challenge was two-fold:

Strategic positioning

Showcase the scale, synergy, and growth engines across multiple sectors while reinforcing Group values and purpose.

ESG integration

Decode ESG from the investor's perspective, align internal understanding, and craft an authentic, forward-looking narrative.



13 listed entities of ABG, in a unified voice, devised and deployed two strategic interventions:

ABG Day

- Conceived as a flagship Group-level engagement under the One ABG vision.
- Brought together leaders from across listed and unlisted entities to present a cohesive, synergistic picture of the Group.
- Created visibility for cross-company strengths and opportunities.
- Reinforcing One ABG – a unified ecosystem that brings together over 100 million customers, nearly 200 million subscribers, 400,000 traders, retailers, and partners, 80,000 dealers, and more than 227,000 employees.

Outcomes

- The Chairman's Group-wide vision was shared and contextualised by each entity.
- Representation from listed companies, engaging ~200 investors.
- Addressed both strategic direction and operational performance.

ESG Dialogue Series

- Established a focused forum for direct engagement with institutional investors and their ESG teams.
- Encouraged open, constructive conversations on expectations, disclosures, and resolutions.
- Built a shared understanding of ESG narratives internally, enabling more aligned policy formulation across Group companies.

Outcomes

- Facilitated two-way ESG knowledge exchange with key investor stakeholders.
- Deepened relationships with stewardship teams.
- Strengthened ESG policy depth and consistency at the entity level.

The Road Ahead - ABG will continue to

Build a consistent track record of high-quality investor engagement.

Use platforms like ABG Day and the ESG Dialogue Series to deepen trust and credibility.

Track investor feedback to refine internal policies and practices.

Position the Group for sustained institutional ownership by delivering a differentiated, transparent, and values-led engagement experience.

GREEN LOGISTICS - MOVING GOODS, CUTTING CARBON



At Aditya Birla Group, we are accelerating the shift to green logistics by reducing transport emissions, improving efficiency, and strengthening resilience across our value chain. Our businesses are spearheading this transition through cleaner mobility solutions that lower environmental impact while supporting India's broader shift towards sustainable transport.

UltraTech continued to pioneer low-carbon logistics by becoming the first Indian cement company to move gypsum at scale via National Waterway 1, the Ganga-Bhagirathi-Hooghly river system. The shipment, transported from Haldia to Patna and onward to Pataliputra Cement Works, demonstrates the potential of waterways to cut emissions, ease congestion, and support national goals like Maritime India Vision 2030 and Maritime Amrit Kaal Vision 2047.

The Company also scaled up its e-transportation push with the deployment of 100 EV Trucks for the transportation of 75,000 Metric Tonnes (MT) of clinker per month from its integrated cement manufacturing unit in Madhya Pradesh, to its grinding unit in Maharashtra, a roundtrip of about 400 km.

Hindalco signed a strategic pact with Vizag Multipurpose Terminal to create India's first fully automated, sustainable, one-million-tonne alumina handling facility, marking a significant step in modernising port logistics.

In 2025, the Copper business introduced Gujarat's first heavy-duty electric freight corridor, deploying 55-ton electric trucks on a 160 km route between Dahej and Asoj. This builds on its decision in 2024 to pioneer LNG-powered trucks along the same route, thereby creating a multi-fuel, lower-emission logistics ecosystem.

Aditya Birla Chemicals has added 15 units of 20 ft LNG trailers and 35 units of 40 ft LNG trucks to its fleet. These vehicles are primarily deployed for export movements from the Vilayat Plant, enabling the company to transport around 80% of its export cargo through LNG-powered transport. The company is currently on a transition journey to upgrade its fleet to LNG trucks for all export movements, further advancing its sustain-ability goals and reducing carbon emissions in logistics operations.



IMPACT

Reduced logistics-related carbon emissions at scale

Improved supply chain efficiency and reliability

Positioned ABG as an industry leader in green mobility

Strengthened long-term business resilience

UNUSUAL ALLIANCES - A JOURNEY OF EMPOWERMENT AND CHANGE



Aditya Birla Group's life-changing community sustain-ability initiatives are transforming the lives of 11 million people across 9,000 villages reflecting the Group's deep commitment to the communities it serves.

Here is a glimpse of our engagement till date:

HEALTHCARE

10,20,00,000

Beneficiaries

EDUCATION

6,00,000

Beneficiaries

SUSTAINABLE LIVELIHOOD

5,00,000

Beneficiaries

MODEL VILLAGES

6,00,000

Beneficiaries

These figure represents cumulative beneficiary engagements over the years, including repeat interactions with the same individuals, and does not reflect the number of unique beneficiaries.

Unlocking Potential and Confidence Through Sports and Self-Defence

The rural sports programme has emerged as a powerful platform for promoting gender equality. By encouraging women's participation in sports, gender barriers have been broken and a sense of equality, respect and inclusion has been fostered. But persuading men to support women required patient dialogue and at times, even teaching them domestic tasks. Gradually, unexpected allies emerged as husbands and neighbours began encouraging the women.

At UltraTech, the CSR team introduced 'Utsavs' - a unique idea centred around sports.

From this journey arose the Umang Khel Mahaustav, first launched a decade ago at UltraTech Awarpur and now thriving in Khor, Maihar, Baikunth, and Kharia. Women who once rarely stepped outside their homes now run relay races, play kabaddi, and compete in tug-of-war. What began with seven hesitant participants has grown into a spirited festival of more than 2,000 women, with aspirations to reach 5,000.



In parallel, through an inspiring alliance with Red Brigade, an NGO in Lucknow, the Group CSR team began training young girls in self-defence. This initiative championed by our Chairperson, Mrs. Rajashree Birla, and led by the Aditya Birla Centre for Community Initiatives and Rural Development under Dr. Pragnya Ram, Group Executive President – CSR, Legacy Documentation & Archives, has already empowered over 200 girls, supported by a dedicated field force of 1,200 CSR champions. A Group-wide scale-up is now planned.

The transformation is unmistakable. Women speak with newfound confidence; men cheer proudly from the sidelines. Champions like 52-year-old Kumari Verma from Baikunth have inspired many others to step forward. From silence to shared decision-making, from veils to open skies – life has, indeed, become beautiful.

RENEWABLE ENERGY TRANSITION AS A LEVER FOR DECARBONISATION



Across Aditya Birla Group, the transition to renewable energy has become one of the most powerful levers for decarbonisation under the Planet pillar of our Sustainability 3.0 framework. Businesses across the portfolio are steadily expanding their share of green energy, signalling both intent and measurable progress.

- Hindalco has commissioned over **190 MW of renewable capacity** (without storage), while sectors such as Chlor-Alkali, Textiles, and Real Estate are accelerating their own renewable portfolios.
- Several sites including Hindalco Belgaum, Advanced Materials Division, and PT Elegant (Indonesia) **now source nearly all their electricity from renewable energy.**

At the Group level, the most significant acceleration is visible in UltraTech, whose **"1 GW and Beyond"** roadmap marks one of India's **largest industrial renewable energy programmes.**



- In FY25 alone, UltraTech added **408 MW of renewables capacity**, taking its captive RE capacity to 1 GW - a major milestone for the cement sector.
- The company integrates solar, wind, and waste heat recovery systems (WHRS) across its operations, with **WHRS capacity rising 26.25% year-on-year.**
- UltraTech consumed **9,568 TJ of renewable energy** in FY25, directly contributing to lower carbon intensity across its manufacturing footprint.

These efforts are part of a broader Group-wide momentum:

from 100% renewable electricity at Advanced Materials Division to rapid RE adoption in Birla Estates, where commercial renewable energy reached 100% within two years.



IMPACT



- Lower emissions
- Stronger energy resilience
- Cost stability
- Industry leadership

Together, these initiatives demonstrate how renewable energy is strengthening resilience, reducing emissions, and positioning ABG to deliver long-term value as a **Force for Good** in the low-carbon transition.

CENTURY ENKA: DRIVING PRODUCT STEWARDSHIP WITH 100% RECYCLED NYLON TYRE FABRIC



Conventional Nylon production comes with a significant environmental cost. It relies on fossil-based feedstocks and consumes large amounts of energy and water that result in high emissions. For the tyre industry, which depends on Nylon Tyre Cord Fabric (NTCF), this linear production model creates environmental challenges.

Reimagining Nylon by Redefining its Lifecycle

Century Enka leveraged AKZO/Enka's proprietary chemical recycling technology to create a closed-loop process that transforms nylon waste into recycled caprolactam, the essential building block for nylon.

The recycled caprolactam is then used to produce 100% recycled NTCF, which matches or exceeds the performance of virgin nylon while closing the loop on material use. This breakthrough allows nylon waste to be reintegrated into the tyre manufacturing process, reducing dependence on crude-oil-derived nylon.

The recycled NTCF from Century Enka is certified under the Global Recycled Standard (GRS) and OEKO-TEX® Standard 100. This ensures traceability and product safety and also reinforces the company's commitment to deliver responsible and reliable materials to the tyre industry.

Accelerating Green Mobility

Recycled NTCF also has a cascading impact on the automotive sector's sustainability goals. As mobility transitions towards greener pathways, reducing the footprint of each component becomes essential. Tyres, given their consumption volume across a vehicle's lifecycle, present a significant opportunity to embed circular materials. Century Enka's recycled NTCF supports this shift by delivering reliable, high-performance solutions with a lower environmental load.



Some of India's biggest tyre brands like Apollo Tyres, MRF, CEAT Tyres, Goodyear, JK Tyres, Metro, and Balkrishna Tyres use Century Enka's NTCF.

IMPACT



The recycled NTCF delivers both performance and environmental benefits:

Performance

- **Breaking Strength:** 223.5 vs 221 ± 4 → equal or better than virgin material
- **Adhesion (N):** 348 vs >300 → improved bonding
- **Plunger Test (Tyre):** 2900 J vs 2650 J → better impact resistance
- **Endurance (16 Ply Bias Tyre):** 49 hrs vs 47 hrs → increased durability

Environmental

- **Carbon Footprint Reduction:** ~20%, from 10.35 to 8.09 kg CO₂/kg
- Supports Scope 3 emissions reductions across the tyre value chain
- Promotes a circular economy by minimizing polyamide waste

STRENGTHENING WATER RESILIENCE THROUGH INNOVATION



Indian Rayon's operations in coastal region of Veraval, Gujarat rely heavily on the Umrethi Dam for water consumption. As production expanded and climate variability increased, the plant's reliance on freshwater put both operations and the surrounding community at risk. Recognising this challenge, VFY Veraval embraced a transformative water stewardship journey by investing in an alternate water source that enhances long-term water security in the region.

To reduce dependence on surface freshwater, the business commissioned a 12 MLD Seawater Reverse Osmosis (SWRO) plant in March 2024, meeting 85% of its water needs through seawater and featuring India's first Direct Suction Shore Pumping (DSSP) system. With minimal ecological impact and support from local communities, the project received recognition from the MoEF&CC and won accolades at FICCI's Global Symposium on Resource Efficiency.

12 MLD Seawater Reverse Osmosis (SWRO) plant commissioned to reduce surface freshwater usage



A phased programme is guiding further improvements in water management:

- In the short term, STP capacity was expanded from the current 0.5 MLD to 1 MLD and integrated for treatment of municipal drainage water through the STP, further increasing reuse volumes. Furthermore, STP treated water was utilised for gardening in the plant and colony was commissioned. Both these initiatives have contributed in providing approximately 200 m³/day of water, directly reducing freshwater demand in addition to the existing 450 m³/day.
- The medium-term plan focuses on scaling recycling and seawater utilisation. Installation of a 1 m³/hour ETP-RO pilot plant is underway and will expand to a 2 MLD system following a six-month study and optimisation period. An expansion of the SWRO plant from 12 MLD to 18 MLD aims to meet 100% of plant and colony water needs through seawater alone.
- The long-term vision (2040-2050) is to achieve a 'water positive' status by focusing on developing a circular water economy and ensuring sustainable water availability for both the plant and the local community, thereby enhancing the site's overall resilience to climate-related risks.

IMPACT

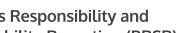
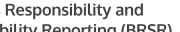
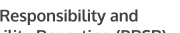
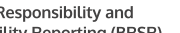
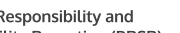
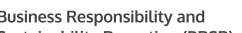
Water recycling improved from 6% in FY23 to 9.8% in FY25

Surface freshwater withdrawal intensity dropped from 155.66 m³/tonne to 31.02 m³/tonne



REPORTING & TRANSPARENCY

While navigating our next horizon, we continue to strengthen transparency in how we report performance. Clear frameworks and robust assurance systems help us maintain disclosures that are trusted, comparable, and globally aligned.

Business	Report	Frameworks/Guidelines/Standards	Assurance	Click
Hindalco	Integrated Report 2024-25	        	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	
UltraTech	Integrated and Sustainability Report 2024-25	       	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	
Grasim	Integrated Annual Report 2024-25	       	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	
Aditya Birla Fashion and Retail Ltd.	Integrated Annual Report 2024-25	     	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	
Aditya Birla Real Estate (Formerly, Century Textiles and Industries Ltd.)	Integrated Annual Report 2024-25	   	'Limited' Assurance for non-financial information of BRSR (Business Responsibility & Sustainability Report) and Integrated Report as per GRI standards.	
Aditya Birla Capital Ltd.	Annual Report 2024-25	Business Responsibility and Sustainability Reporting (BRSR)	'Reasonable' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).	
Century Enka	Integrated Report 2024-25	   	'Limited' Assurance for non-financial information of BRSR (Business Responsibility) Core.	
Essel Mining & Industries Ltd.	Sustainability Report 2024-25	  	Limited level assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and GRI principles.	
Birla Carbon	Sustainability Report 2024-25	  	No Assurance. This report is approved by Birla Carbon's Senior Management Team (SMT) and has been produced in accordance with the GRI 2021 Standards.	
Novelis	Sustainability Report 2025	 	'Limited' Assurance of greenhouse gas inventory.	



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