CONNECTING FOR A BETTER TOMORROW

SUSTAINABILITY REPORT
2021-2022

ASCEND
IMS - ISO 9001 & 14001:2015 Certified

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ABOUT THE REPORT

Our first Sustainability Report meets the requirements of investors and stakeholders by presenting critical quantitative and qualitative environmental, social, and governance (ESG) disclosures. It provides insights into our strategic approaches that deliver value while managing risks and changes to the external business environment.

REPORTING BOUNDARY AND PERIOD

The Sustainability Report covers information from April 01, 2021, to March 31, 2022, on business operations and ESG performance. The report follows the Global Reporting Initiative (GRI) Standards: Core option.

REPORTING FRAMEWORK

The company has referred to the Global Reporting Initiative (GRI) Standards and United Nations Sustainable Development Goals (UN SDGs).

ASSURANCE

The Chief Executive Officer and management have reviewed the Sustainability Report to ensure the integrity of facts and information. In addition, TUV India Private Limited conducted an independent assurance audit on sustainability disclosures presented in the report. As a result, the "Independent Assurance" Statement issued by TUV India Private Limited forms a part of this report.
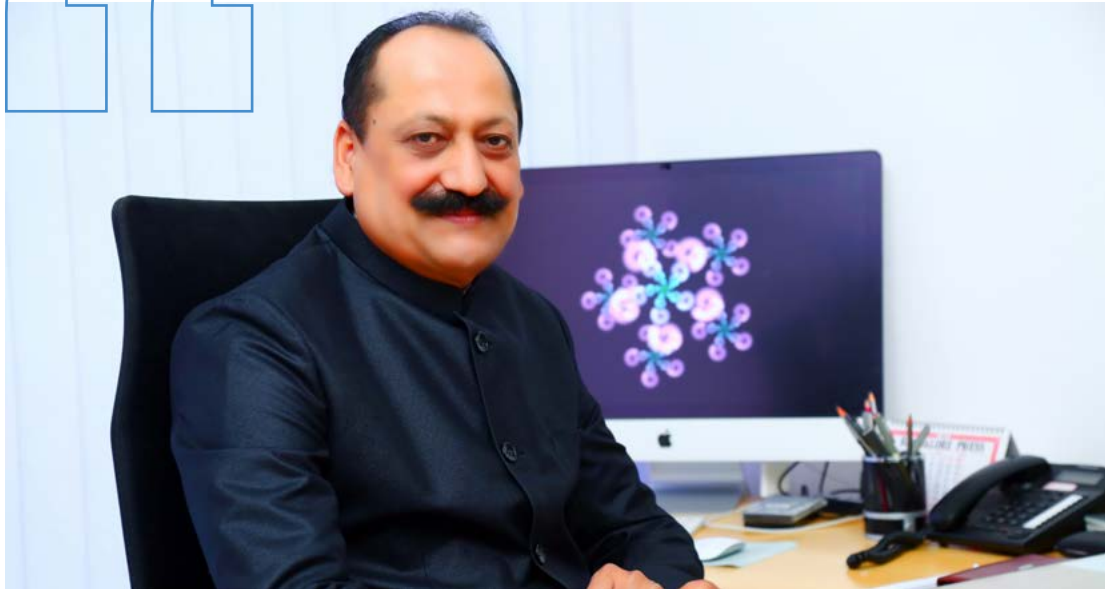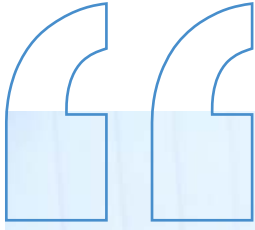
MESSAGE FROM THE CEO

Ascend is driven by a responsibility to transform the telecommunications industry. For the last 12 years, we have worked relentlessly to become the preferred passive telecom infrastructure and allied service provider. The Prime Minister's "Digital India vision" aligns with our vision of providing critical connectivity in rural areas by bridging the digital gap.

In the last two years, we witnessed devastating social and economic disruptions, presenting us with unusual challenges. During this period, our utmost priority was our employees' and their families' physical and mental health. The agility of our government, health sector and Ascend teams ensured defending health and maintaining business continuity.

We recognise the importance of climate change and play our role with purpose and focus on the long-term interests of all our stakeholders. Our program designs and goals aim to mitigate climate change through energy-efficient solutions, renewable energy and reducing diesel-related greenhouse gas emissions.

This report is a blueprint of our material, environmental, social, and governance (ESG) responsibilities. The information represents our united efforts to create a sustainable environment and healthy community where everyone thrives.

Dr. Sushil Kumar Chaturvedi
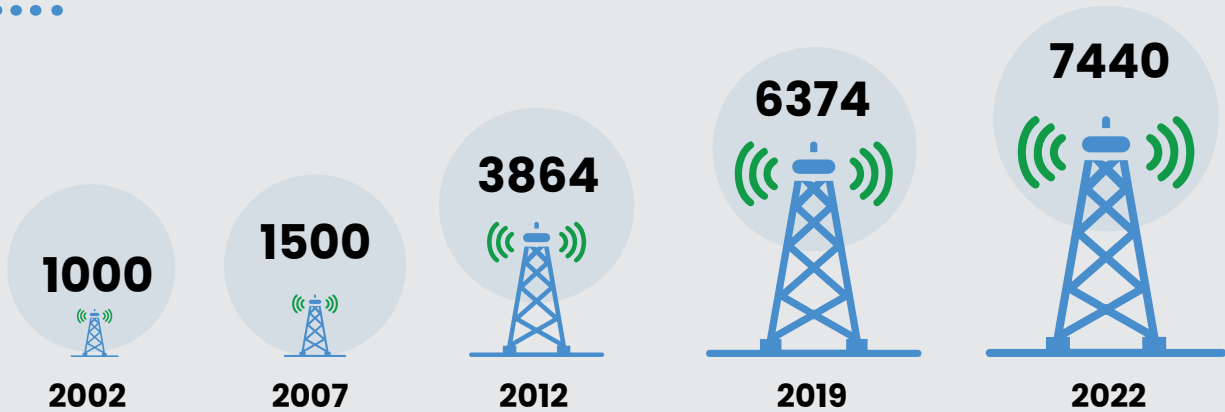Chief Executive Officer

ORGANISATION PROFILE

Incorporated in 2002, Ascend Telecom is a privately held pan-Indian independent owner and provider of world-class passive telecom infrastructure and allied services. In 2010, we developed and operated 1000 cell sites in five states and acquired 3000 towers from India Telecom Infrastructure Limited (ITIL). Today, we are a sizable player with 7500 towers.

Our teams represent professional expertise with diverse management experience in telecom infrastructure development and operations, defence, civil, and maritime.

In 2021, we bagged the Best Telecom Infrastructure Company from the National Industrial Excellence Awards and The Best Telecommunication Services Company from National Achievement Awards.

ASCEND JOURNEY

1000	1500	3864	6374	7440
2002	2007	2012	2019	2022

BUSINESS PERFORMANCE HIGHLIGHTS FY22

78.97% GREEN SITES	**100%** STATUTORY COMPLIANCES	**93%** EMPLOYEE SATISFACTION SCORE
99.90% UPTIME	**100%** ESG CODE & COMPLIANCES BY SUPPLIER	**96%** CUSTOMER SATISFACTION SCORE
17 OPERATING CIRCLES	**1.72** TENANCY RATIO	**585** MODEL SITES
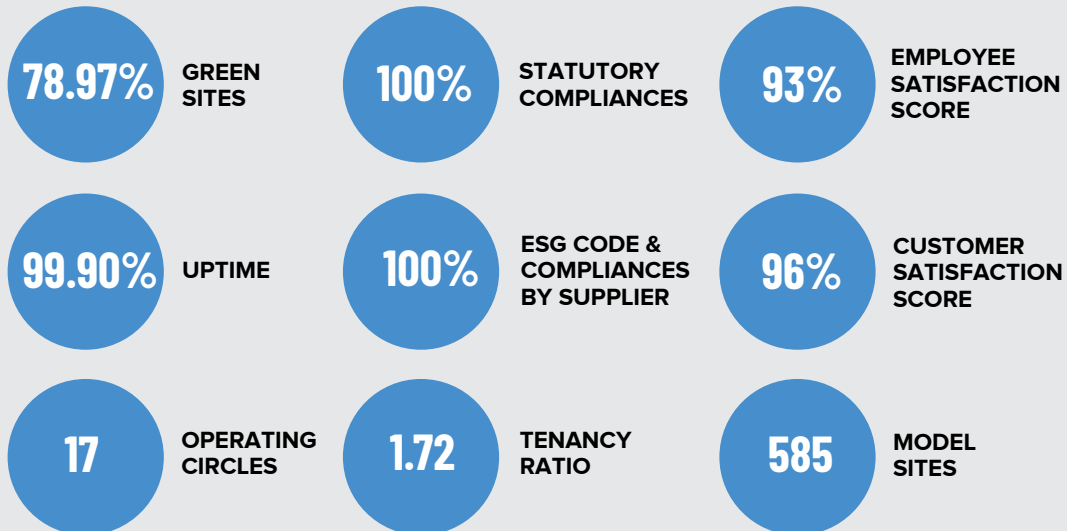
⣿ TOWER OPERATIONS

Ascend towers are fitted with battery banks, diesel generator cooling systems and fibre access to host wireline/ FTTX (fiber to the x) network Node/Hub. Our sites have an uptime of 99.9% with low energy costs. 98.5% of the towers are connected to the grid, and 78.97% are greens.

#281

BIHAR & JHARKHAND #730

BENGAL & SIKKIM #239

#31

#517

#136

EAST #414 WEST #160

#200

#213

NORTHEAST #96

#365

#394

MAHARASHTRA & GOA #478

MADHYA PRADESH & CHHATTISGARH #359

#488

#693
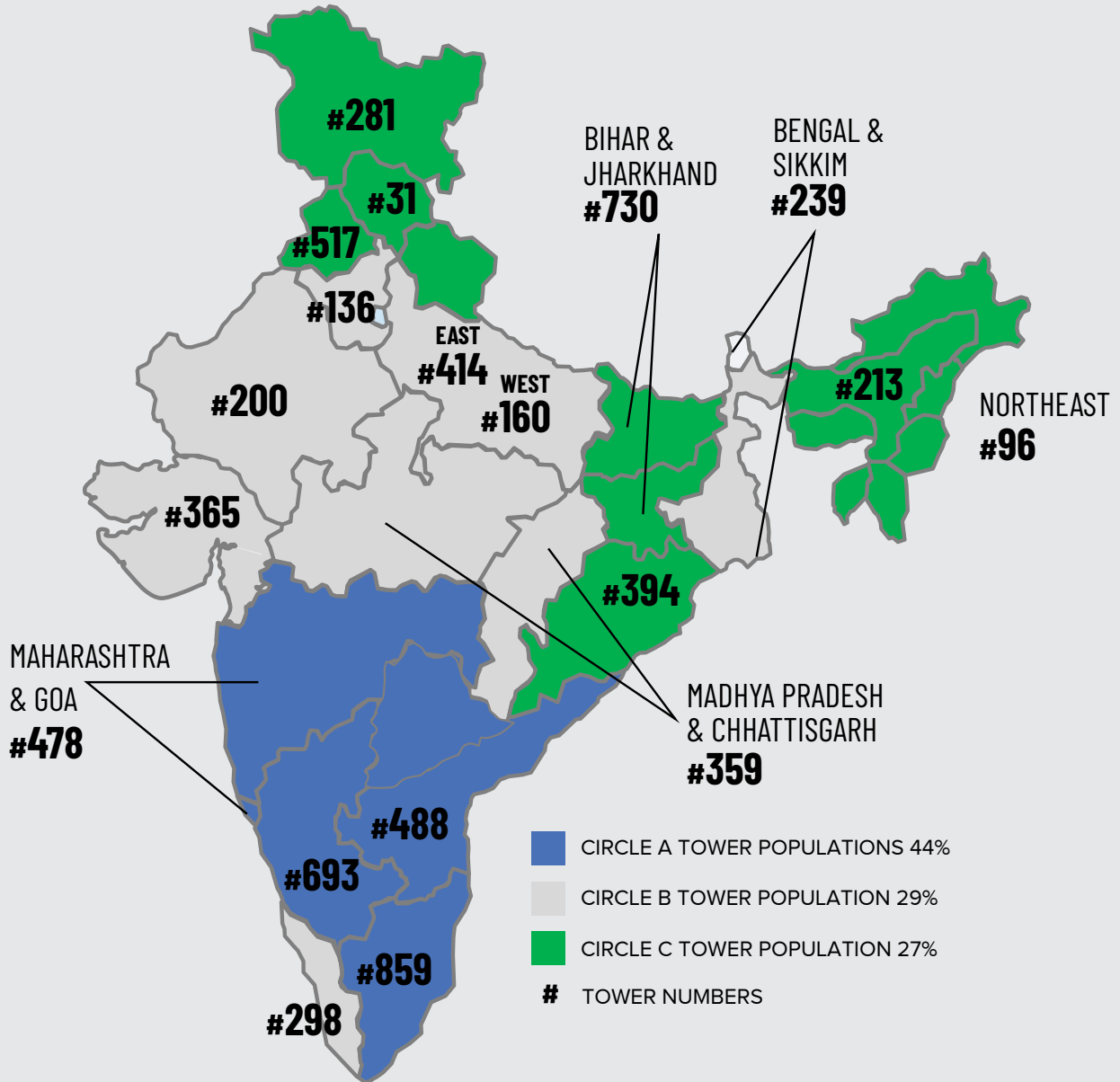
CIRCLE A TOWER POPULATIONS 44%

#859

CIRCLE B TOWER POPULATION 29%

#298

CIRCLE C TOWER POPULATION 27%

\# TOWER NUMBERS

Please see www.ascendtele.com

The "A, "B, " and "C" circles cover various geographic territories of varying population sizes. "A' circles are the largest in terms of population coverage. "C' circles contain the smallest population.

At least one of the green initiatives is solar energy/ wind chimney/ diesel free operations.

Following criteria was laid down for declaring sites as Model Sites:-

- The site should have met 100% uptime as per SLA for all OpCos for a continuous period of 6 months.
- Automation & Alarms - site should be in automation. SRMD to be in functional and all alarms reporting.
- Hygeine - cleanliness (both inside and outside shelter), proper cable routing, shelter condition, earthing to be proper.
- Safety - no inflammable materials on site, all cables/wiring/termination to be proper. Emergency contacts to be displayed. Lightening arrester to be available.

EXCELLENCE IN BUSINESS PROCESS MANAGEMENT

The last decade witnessed rapid upgrades of telecom technology with increased products and services. As a result, Ascend rolled out standardised business management processes to address this evolving environment, as described in the figure below.

Integrated Management System

Guides on quality & environmental aspects, policies, processes, procedures, records and compliance with ISO 9001:2015 & ISO 14001:2015 standards

Six Sigma Principles

Ensures continuous improvement, cost saving, reduces variation and eliminates casues of defects in processes by focusing on outputs that are critical to customers

Business Continuity Management

Ensures processes and resources can operate in critical situations

Materiality Assessment

Identify and prioritise risks most relevant to business and stakeholders

Customers Satisfaction

Annual surveys to evaluate expectations of customers and their level of trust and loyalty to our business

Vendor Performance

Ensures our vendors comply with the Ascend's ESG framework

Case study | Business Continuity

In 2021, Ascend Telecom was recognized as a COVID Hero by the apex body for the IT-BPM industry in India, NASSCOM. As an essential services company, Ascend ensured the health and safety concerns of employees on and off-roll and seamlessly managed business continuity. A crisis management team reviewed emergencies, developed different scenarios, and put them to the test to prepare for unknown variables surrounding the outbreak for business continuity plans. Ascend enhanced family COVID insurance packages, extended hardship allowances and designed innovative employee engagement and mental health services. Our COVID warrior team provided essential medicines and transportation to employees and their dependents to hospitals and provided essential items to migrant workers.

ESG GOVERNANCE FRAMEWORK

ESG is at the core of our business to ensure safe and responsible operations. Climate change and other comprehensive ESG expectations, such as diversity, equity, inclusion, and cybersecurity, have intensified the focus. We can achieve successful business outcomes and maintain a license to operate critical economic infrastructure by respecting environmental, health & safety, labour, social, governance and business integrity. Our materiality-based practice considers the telecom sectors key risk, allowing us to concentrate on what is most critical.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
RESPONSIBLE MANAGEMENT OF NATURAL RESOURCES	CARING FOR PEOPLE AND COMMUNITIES	BUSINESS OPERATIONS IN A FAIR & ETHICAL MANNER
CLIMATE · ENERGY OPTIMIZATION · WATER & WASTE MANAGEMENT	EMPLOYEE CARE · COMMUNITY ENGAGEMENT · DIVERSITY, EQUITY & INCLUSION	CORPORATE GOVERNANCE · STAKEHOLDER ENGAGEMENT & GRM · RISK MANAGEMENT

Ascend is results-focused and data-driven, integrating and managing ESG considerations across our operations. Our decision-making process enhances long-term value and delivers tangible improvements. The World Bank Group Health and Safety Guidelines, International Finance Corporation Performance Standards, and Task Force for Climate-Related Financial Disclosure (TCFD) guide our ESG policy and approach.
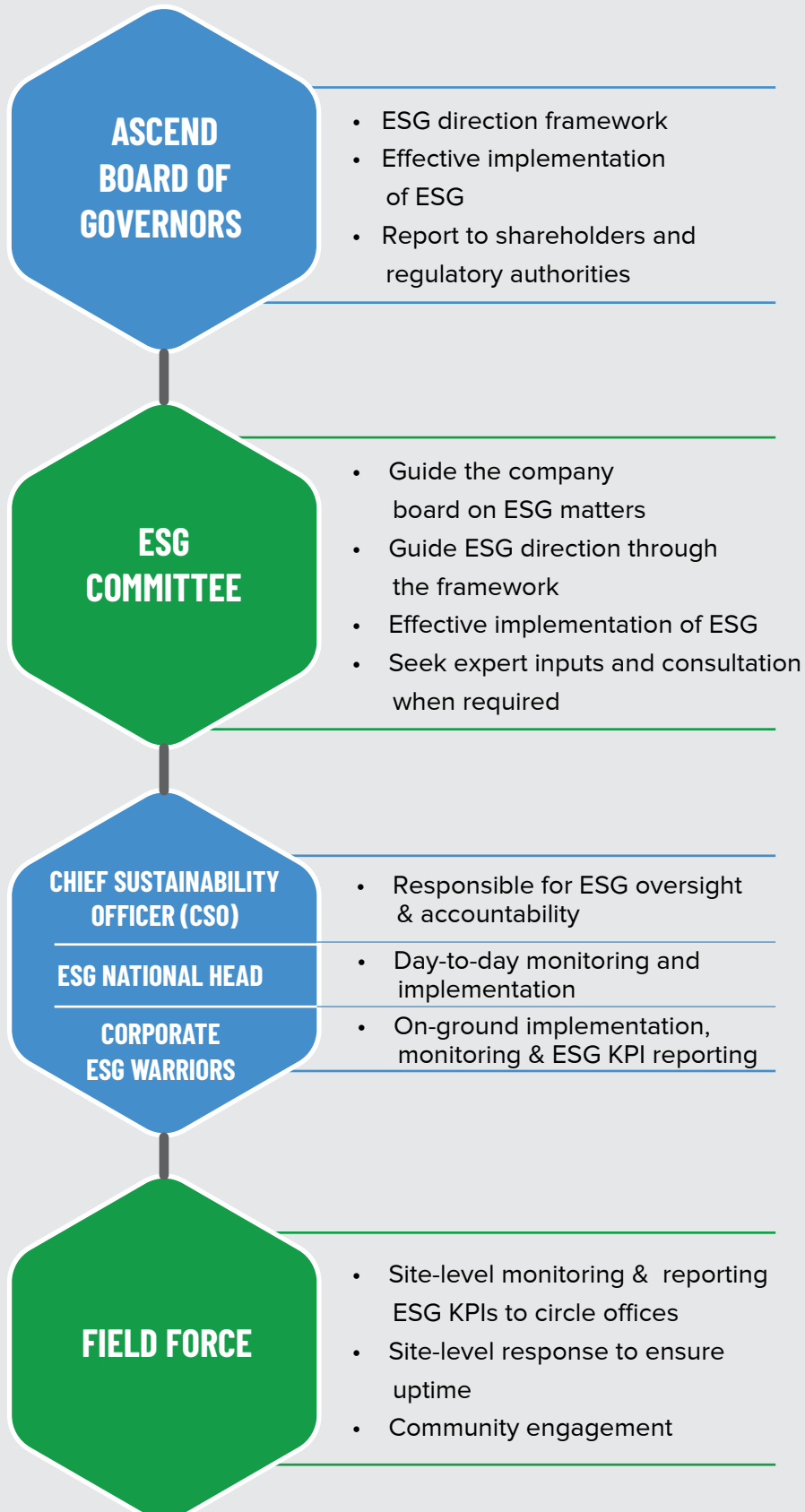
Ascend has a dedicated ESG committee supported by ESG warriors (Ascend employees from different departments). The committee includes The Chief Sustainability Officer, Chief Technology & Energy Officer, ESG National Head, and our investor ESG officers and reports to the Ascend Board. In addition, we hire independent business partners to execute technical tasks on specific cases. The committee is responsible for ensuring consistent application of the ESG approach and working together with company business teams.

The ESG committee assists the board and the company in fulfilling the ESG vision. The committee is responsible for the following:

- Identify and review ESG issues, risks, and opportunities (health and safety, environmental protection, climate action, operating procedures, relationships with employees, customers and suppliers and community engagement)
- Track ESG performance and recommend strategies to improve it
- Review any statutory performance obligations on sustainability/ESG
- Review and evaluate the annual ESG Report and recommend the board endorsement
- Provide updates to the board on the latest relevant ESG matters

ESG principles and objectives are core priorities for the management and tie directly to the company's overall success. Functional KRAs / KPIs are aligned with ESG principles, EMS processes and Sustainable Development Goals. This method helps us understand and appreciate a combined need to follow activities under a unified approach. Details are below in annexure 1.

ESG CAPACITY

ASCEND BOARD OF GOVERNORS
- ESG direction framework
- Effective implementation of ESG
- Report to shareholders and regulatory authorities

ESG COMMITTEE
- Guide the company board on ESG matters
- Guide ESG direction through the framework
- Effective implementation of ESG
- Seek expert inputs and consultation when required

CHIEF SUSTAINABILITY OFFICER (CSO)
- Responsible for ESG oversight & accountability

ESG NATIONAL HEAD
- Day-to-day monitoring and implementation

CORPORATE ESG WARRIORS
- On-ground implementation, monitoring & ESG KPI reporting

FIELD FORCE
- Site-level monitoring & reporting ESG KPIs to circle offices
- Site-level response to ensure uptime
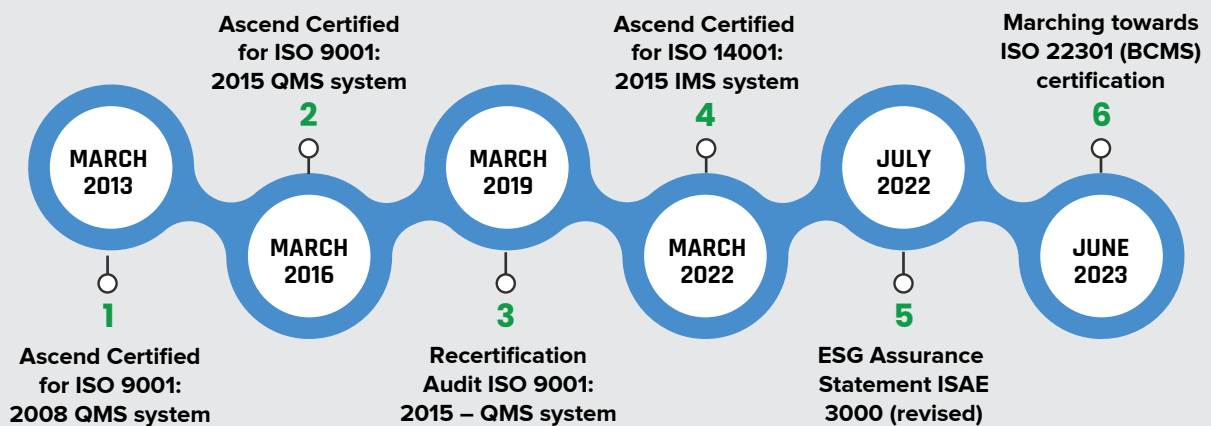- Community engagement

Ascend's board lead business operations with ethics and integrity. It regularly manages the company's risk exposure and assesses it. The management team assists the board in evaluating the company risks in finance, compensation, governance, climate change, risk management and assessment policies. The senior management is responsible for assessing, managing, and mitigating risk exposure and the board and its committees oversee their efforts.

The management team periodically conducts brainstorming sessions seeking expert opinions with constructive feedback on the following:

- Effectiveness
- Performance
- Process deviance
- Design changes
- Cost escalations
- Quality gaps
- Additional skills and capabilities

ESG CERTIFICATIONS/ AWARDS

As a leading global infrastructure provider, Ascend implements systems and processes per international standards and certifications in the telecommunications industry. Our Quality Management Team leads the functional groups in adhering to global standards on accounting, material procurement and practices, ISO 9001:2015, ISO14001:2015, six sigma, cyber security and occupational health and safety. A list of certificates is provided in annexure 2.

Ascend Certified for ISO 9001: 2015 QMS system
2

Ascend Certified for ISO 14001: 2015 IMS system
4

Marching towards ISO 22301 (BCMS) certification
6

MARCH 2013

MARCH 2019

JULY 2022

MARCH 2016

MARCH 2022

JUNE 2023

1
Ascend Certified for ISO 9001: 2008 QMS system

3
Recertification Audit ISO 9001: 2015 – QMS system

5
ESG Assurance Statement ISAE 3000 (revised)

ISAE - International Standard on Assurance Engagement
BCM - Business Continuity Management System

Ascend received the following awards and recognitions in 2021 & 2022

NASSCOM
Excellence in Environmental Sustainability Awards -2021

ECONOMIC TIMES
Excellence in Corporate Governance-2021

INFHRA
Excellence in Environmental Social Governance -2022

KAMIKAZE
Excellence in Environmental Social Governance-2022

ENVIRONMENT

Urban and rural traffic on data and digital Voice over Internet Protocol (VoIP) increased multifold after the introduction of 4G technology. In addition, the pandemic moved many activities to work from home, raising the need for connectivity and speed and soaring the average data consumption. In the future, 5G technology will significantly increase these market demands and energy consumption.
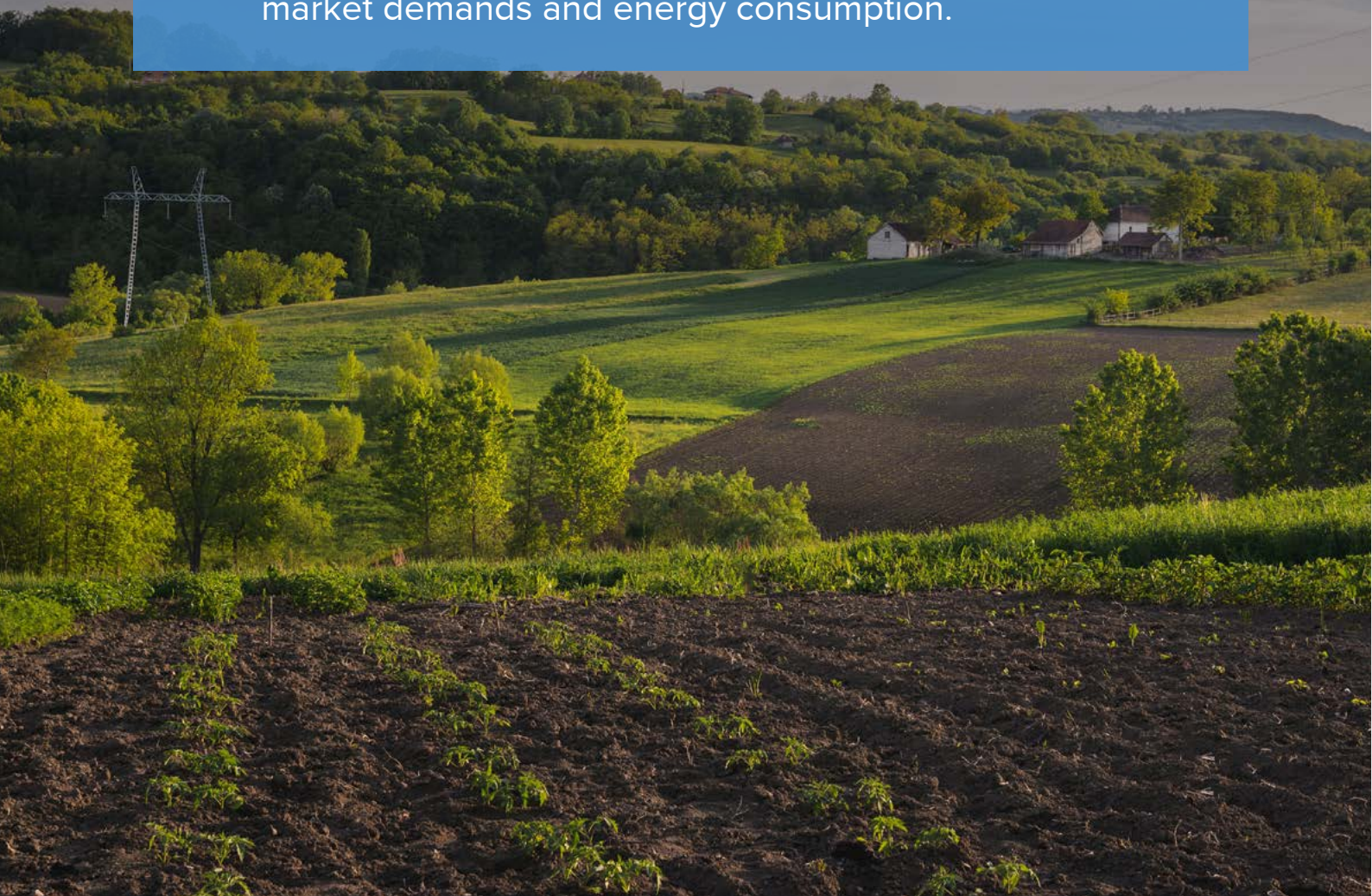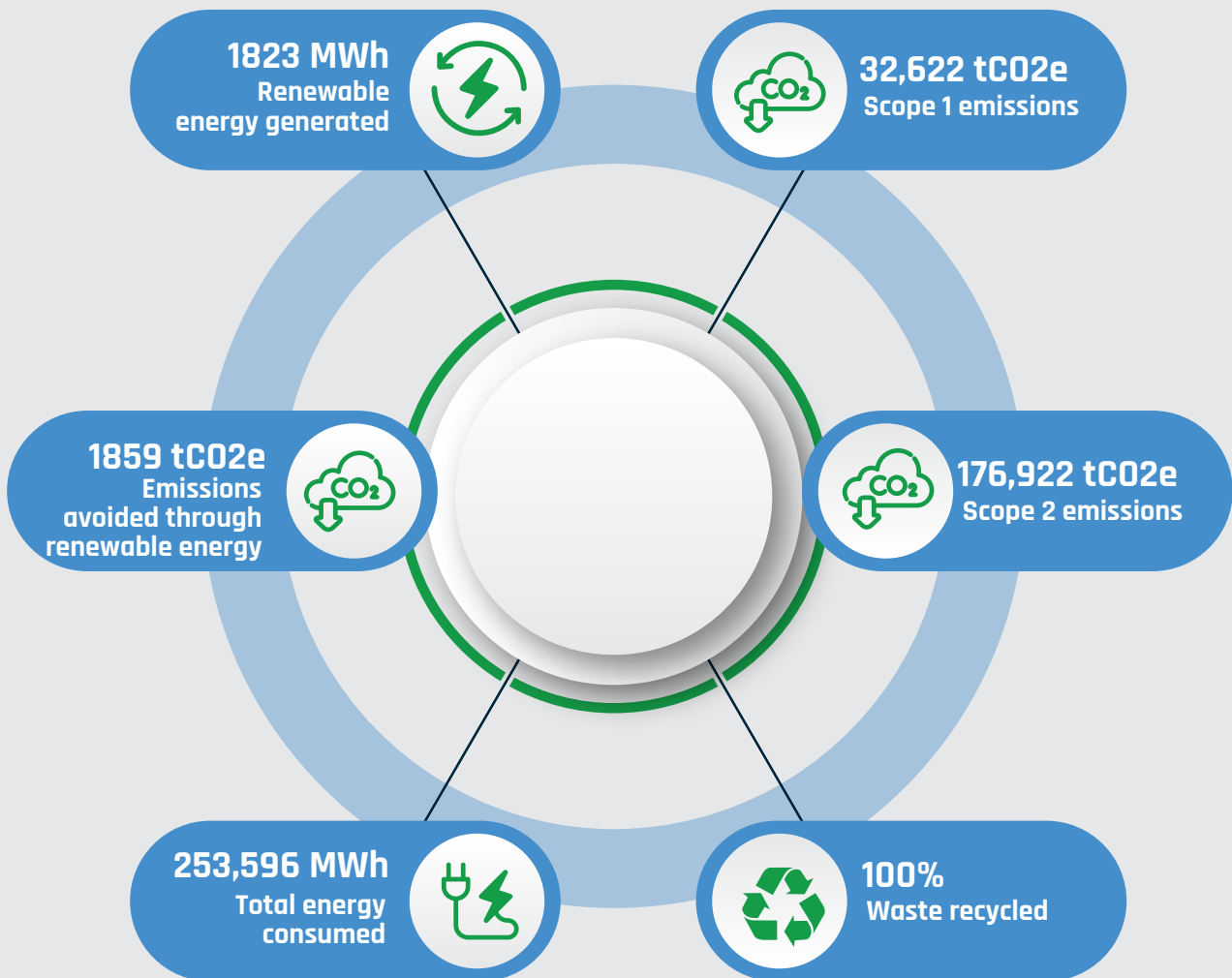
CLIMATE ACTION

Ascend recognize the importance of climate action due to energy generation, consumption and consequent carbon emissions. We use various models and measures to contain the per unit energy consumption levels in quantum and reduce emissions. Renewable energy is a critical trigger in reducing energy demands from fossil fuel sources.

KEY ENVIRONMENTAL PERFORMANCE INDICATORS:

1823 MWh
Renewable energy generated

32,622 tCO2e
Scope 1 emissions

1859 tCO2e
Emissions avoided through renewable energy

176,922 tCO2e
Scope 2 emissions

253,596 MWh
Total energy consumed

100%
Waste recycled

GHG EMISSIONS ARE CLASSIFIED INTO THREE SCOPES:

SCOPE 1 EMISSIONS
Direct (associated with sources controlled or owned by the organisation)

SCOPE 2 EMISSIONS
Indirect (associated with grid power supply)

SCOPE 3 EMISSIONS
Other indirect emissions (associated with the supply chain)

Reducing GHG emissions mitigates the effects of global climate change, improves public health, boosts the global economy, and maintains biodiversity.

EMISSION MANAGEMENT

Reducing greenhouse gas emissions benefits our bottom line, reduces operating costs and increases employee productivity. Fuel consumption in diesel generators loads the environment with higher emissions than grid supply. Ascend strives to conduct business with the least negligible impact on the ecosystem. We have taken the following initiatives to mitigate GHG emissions:

GRID SUPPLY IMPROVEMENT:
We contain emissions and meet more than 89% of our energy requirements through the grid. We remove inefficiencies from the systems to achieve lower average grid requirements, leading to lower emissions.

INTELLIGENT STORAGE SYSTEMS:
We use different chemistries, including Lithium-Ion cells, to pack the highest energy density, least landfill and lead processing. We use intelligent algorithms to store surplus power and ensure minor losses. Appropriate sizing of battery banks helps meet varying site conditions without unproductive redundancy.

DIESEL GENERATORS:
Rigorous monitoring, strict controls on measuring diesel consumption in litres/per month/ per KW and aggressive annual and monthly targets have reduced diesel consumption significantly.

OTHER GREEN INITIATIVES:
Natural draft chimneys have replaced air conditioners in over 3600 sites bringing down power and energy demands significantly.

ENERGY MANAGEMENT

Energy components have high operational costs in the telecom infrastructure industry. Yet, Ascend delivered services at the lowest price, delighting customers. Our pan-India uptime of cell sites is one of the best in the industry at 99.90%. A single service partner with expertise in solar energy solutions, technology solutions, and IT/software tools is managing our pan-India operations.

ENERGY SUPPLY SCHEMATIC

Telecom infrastructure is one of the highest energy consumers. Given the challenges in grid supply support, Ascend provides secondary and tertiary support systems on sites to ensure uninterrupted energy availability, battery storage and diesel fuel. As a result, we ensure consistent quality grid supply in our regional locations. Ascend guarantees continuous quality power supply to customer equipment by providing intelligent storage batteries that store and release power on demand with the highest conversion efficiency. In addition, standby DG sets bridge grid supply shortages in critical and load sites.

MONITORING & CONTROLLING

Remote monitoring devices connect every site to the Centralised Tower Operations Center (CTOC) and collects status and dynamic performance data. The data provides insight into various impacting parameters like unplanned disruptions, period of battery discharges, charging efficiencies, and DG run hours. CTOC monitoring also tracks grid consumption & payments to local electricity supply companies, customer equipment inventory and power entitlement, customer load measurements for revenue assurance and energy billing. In addition, the energy cost of servicing per kilowatt of connected power (DC Load) is a critical metric in benchmarking our energy efficiency performance.

WASTE MANAGEMENT

Our push to go digital across service and product lines will continue to reduce paper consumption, thereby reducing paper waste. We phased out single-use plastic water bottles from all its offices pan-India and will strive to minimise the use of all forms of plastic in its offices and branches as well as in its promotional, marketing and outreach events. Authorised personnel dispose of or recycle used batteries and other electronic waste, ensuring legitimate disposal of hazardous waste. In 2021, 424,800 kg of battery banks were scrapped to vendors authorised by the state pollution control board. Ascend has not identified any noncompliance with environmental laws and/or regulations.

WATER MANAGEMENT

We use water for domestic purposes only. Therefore, our impact on water resources is negligent. Municipal water is used for cleaning and drinking activities, and used water is discharged into local municipal drainage networks. In addition, water sensors minimise water consumption. Our total water consumption was 35 lakh litres, out of which 27 lakh litres were consumed for the circle offices and 7.79 lakh litres for the corporate office during the reporting period.

GREENING OUR SITES

As stated in schedule VII of the CSR Act 2013, Govt. of India, and regulatory requirements, employees, customers, and stakeholders engage in developing green sites. Our green initiative helps farmer communities grow their income, mitigate crop failure and meet the fruit-based nutritional demand of the masses through the fruit tree planting initiative. Lastly, we adorn cities with pollution-absorbing and high-oxygen-producing native plant species.
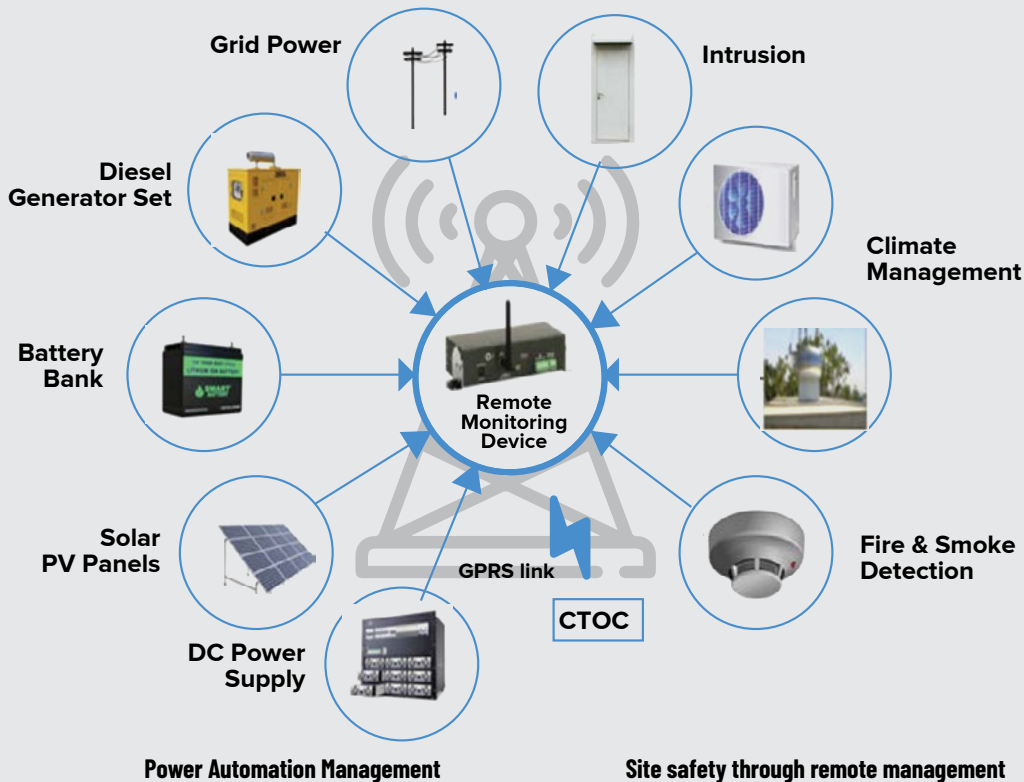
Case study | CLIMATE ACTION

The following range of activities has reduced our carbon footprint:

- Natural cooling systems and wind chimneys
- Automated energy management solutions
- Solar panel installations
- Natural cooling systems and wind chimneys
- Automated energy management solutions
- Retrofitting high energy consuming equipment to maximize performance and minimize energy consumption

Since 2017, Ascend has operated 79% of 'green towers' with 45% reduced GHG emissions. Moreover, strict control on regular consumption, monthly targets and annual tracking have reduced the average diesel consumption by 8% since 2020.

CENTRALIZED TOWER OPERATION CENTRE

Grid Power

Intrusion

Diesel Generator Set

Climate Management

Battery Bank

Remote Monitoring Device

Solar PV Panels

Fire & Smoke Detection

GPRS link

CTOC

DC Power Supply

Power Automation Management

Site safety through remote manage
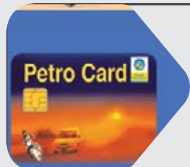
ENERGY OPTIMIZATION INITIATIVES

Deploy Wind Chimneys
- » Optimize the air circulation naturally
- » Avoid/minimize use of AC

Optimize Generator Capacity
- » Capacity selection according to load and grid availability
- » Optimum diesel consumption

Installation of Solar Power Plants
- » Install 1-2KW capacity solar power plants
- » Minimize dependency on DG sets

Community Health & Safety
- » Provide warning signs at each location
- » Eliminate unauthorized climbing on tower

19

SOCIAL

Employee development, community engagement, and diversity and inclusion have become a way of life at Ascend.

We do not discriminate or allow harassment based on race, colour, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age and physical status.

Strategic and realistic employee, supplier and community engagement policies and programs back our robust operating performance in FY22. The key social performance indicators are listed below:

896 QUALITY JOBS MAINTAINED

₹1210m TAXES PAID

0 INJURIES REPORTED

35870 COMMUNITY MEMBERS BENEFITED THROUGH OUR CHARITABLE PROGRAMS

40% EMPLOYEE VOLUNTEERING

₹17.4m CHARITABLE COMMITMENTS

EMPLOYEE DEVELOPMENT

An onboarding process commences when an employee joins the organisation. Employees gain access to flexible skills, ESG training, management, and leadership development programs for professional growth. During FY22, employees completed an average of 32 hours of training.

PERFORMANCE DEVELOPMENT AND REVIEW

At Ascend, we follow a structured yet flexible approach to developing and managing performance. We aim to nurture employees, build skills and knowledge for a successful career.

The Performance Management System (PMS) integrates employees' KRAs, KPIs and contributions to achieving organisational goals and strategies. It recognises achievements, addresses unsatisfactory performance, facilitates better communication between supervisors and staff and identifies employee strengths.

The integrated Employee Appraisal and Review Program includes:

- Board approval of the annual operating plan
- Acceptance of employees' key result areas (KRAs) and key performance indicators (KP{Is)
- Periodical monitoring of performance
- Functional review through IRM (internal review meetings)
- Monthly performance review of the board (MIS)
- Employee performance appraisal (PMS)

EMPLOYEE DEVELOPMENT INITIATIVES:

OPEN DOOR ATMOSPHERE
Freely discuss job-related concerns with confidentially

ENTREPRENEURSHIP DEVELOPMENT
Encourage employees to ideate, innovate and create ideas

LEARNING AND UNLEARNING
Personal and professional development, knowledge sharing and online workshops

EMPLOYEE ENGAGEMENT
Nurture employees to grow individually and professionally

DIVERSITY & INCLUSION
Create an atmosphere of dignity; equity and inclusion

EQUAL OPPORTUNITY
No discrimination based on age, race, color, religion, national origin, sex, physical and mental disability

EMPLOYEE CARE

Our utmost priority is creating safe working conditions for our teams and third-party vendors. Ascend's Corporate Sustainability Department, Corporate Safety and Quality Management team, and ESG Committee monitor and control the Safety and Environment (HSE) management performance and initiatives.

Employees, suppliers, vendors, and contractors receive relevant HSE information during training programs. In addition, technicians and customers receive instructions and training on health and safety rules during tower installations. We have developed an Occupational Health & Safety Management System with the following details:

- Detailed policy and implementation
- Management & workers participate in the OHS committee at 50%-50%. Committee meetings are held quarterly
- An established OHS training calendar
- No minor or major incidents or accidents were reported
- No instances of work-related ill health were reported

We have developed guidelines for the following:

- General safety
- Excavation safety
- Civil work safety
- Tower erection and electrical work safety
- Electrical shock first-aid

Table 1: Select Health & Safety Indicators

Health and Safety Indicator	Unit	Value
Health and safety training completed	Hours / Person	32
Safety incidents	Number	0
Emergency safety drills	Number	4
Total employees	Number	896
Women in the workforce	%	2.3
Workforce below 30 years	%	2.3
Total employees hired	Number	19
Total employees resigned	Number	18
Attrition average	%	11

INCIDENTS
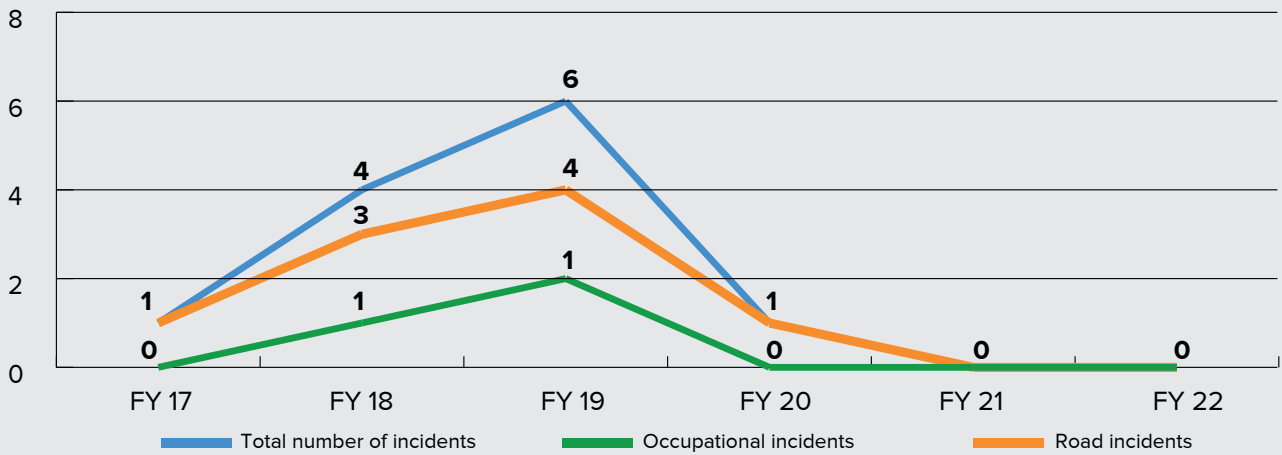
SELECT EMPLOYEE WELL-BEING INITIATIVES

PREVENTIVE HEALTH CHECKUP
Available for employees above 40 years with medical coverage. An accident coverage is also available to all employees

YOGA CLASSES
To help maintain physical and mental health

BLOOD DONATIONS
Donate blood to patients at nearby hospitals and during blood collection drives

COVID SUPPORT
Multiple vaccination drives for all employees and their dependents

EMPLOYEE BENEFITS

At Ascend, we go beyond work and workplace and provide many benefits to support physical, emotional and mental well-being. We nurture employee welfare, ensuring each team member is healthy, safe, engaged, and productive, with the right work-life balance. We provide the following benefits:

- Life insurance
- Health care
- Disability and invalidity coverage
- Privilege Leave encashment & GMC
- GPA Insurance with variance in Total SI (sum Insured) and PF, ESIC as per compliance

- Parental leave
- Retirement provision
- Stock ownership
- GMC – Group medical insurance policy & GPA – Group personal accident policy.
- Others

EMPLOYEE VOLUNTEERING

We believe in contributing to local communities through employee volunteerism. Considered as a strategic approach that aligns with our business values, our employee volunteering program aims to link company and personal priorities.

LIFE SKILL EDUCATION PROGRAM

Ascend employees career counsel and train children to develop decision-making and behavioural skills in pre-selected schools. These sessions drew the attention of teachers and students to the adverse effects of student drop-out and child labour. In FY 22, employees spent 400 hours conducting classes with 1200 students from Government primary and secondary schools.

PRODUCTIVE HOURS SPENT BY EMPLOYEES ON LIFE SKILL EDUCATION
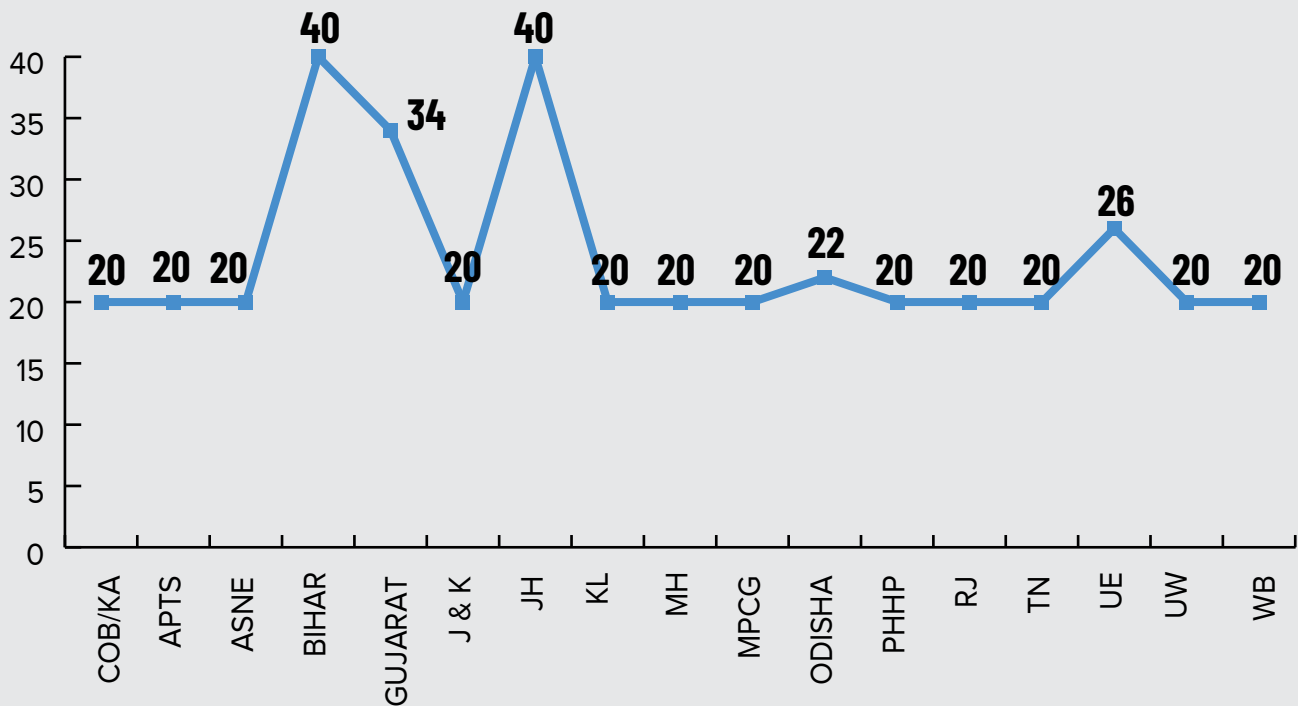
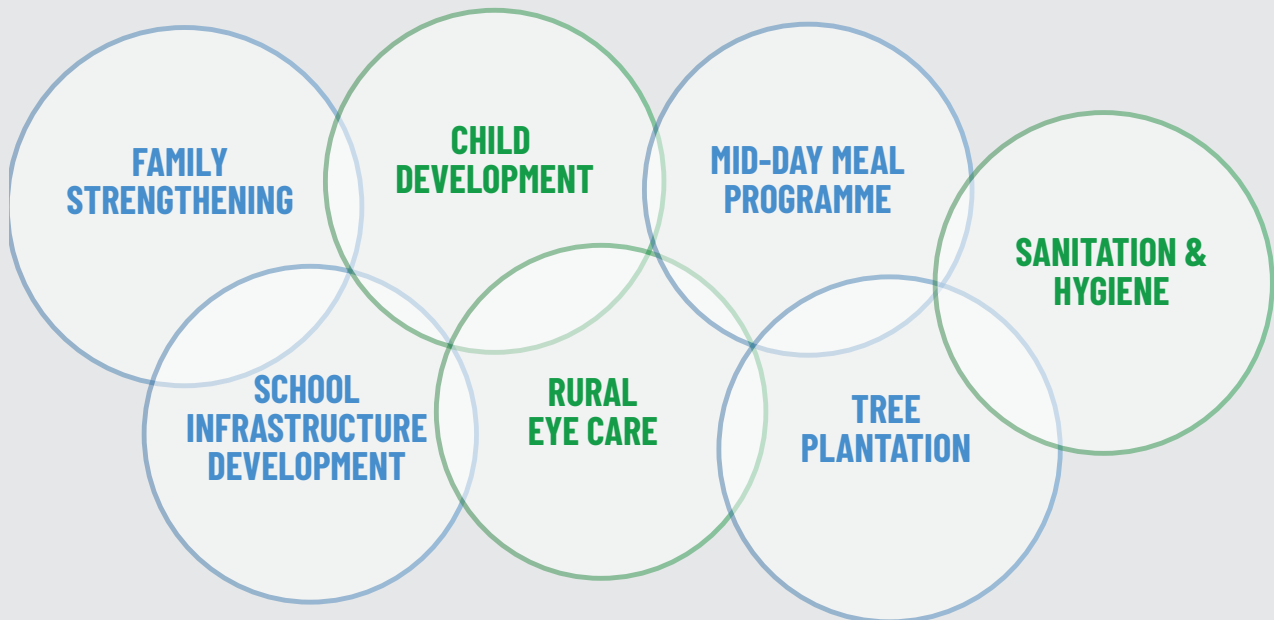## Case study | COVID and Community Support

Ascend engaged with local communities in developing solutions which enabled and empowered local institutions to build infrastructure for better living standards and equitable opportunities.

- 7000 senior citizens, women and children received COVID safety kits across India
- Reconstructed and renovated 30 Anganwadis / panchayat / municipal / government schools in collaboration with the local public
- Provided basic amenities such as toilets for girl children, overhead tanks, drinking water & sanitation systems, borewell, and computer labs
- Supplied medical equipment and built infrastructure in 9 primary health centres/ government hospitals and old age homes

CORPORATE SOCIAL RESPONSIBILITY (CSR)

"Creating a sustainable tomorrow" is the pillar of all our CSR activities. It guides our actions for being responsible corporate citizens. We conduct the following activities across all our operational states.

FAMILY STRENGTHENING

CHILD DEVELOPMENT

MID-DAY MEAL PROGRAMME

SANITATION & HYGIENE

SCHOOL INFRASTRUCTURE DEVELOPMENT

RURAL EYE CARE

TREE PLANTATION

We prioritise meaningful and long-term work with CSR networks across the country through the following programs:

- Improving eye health in rural areas
- Strengthen family values
- Empower girls
- Develop a healthy learning environment
- Inclusion and empowerment of disadvantaged communities

At Ascend, we integrate our CSR and sustainability planning with our business plans and strategies. We design CSR activities with targets, pre-assess the required resources within the allocated budget, and set a definite period for achieving desired outcomes. As a result, we have reached over 35000 direct beneficiaries with the support of our NGO implementing partners. In FY 22, our CSR contribution was 174 lakhs.

KEY CSR INITIATIVES

01

PUBLIC HEALTH (COVID RESPONSE)

Support, strengthen and build capacities of the public health system and create facilities to handle and dispose medical waste from hospitals responsibly with the Government of Goa

02

CHILD PROTECTION

Our family strengthening program (FSP) with SOS village supported 248 marginalized and disadvantaged children from vulnerable families in Nagapattinam. The project ensures access to quality education and health care services, and support to caregivers with livelihood generation programs

03

NUTRITION SUPPORT

Transport facilities for mid-day meal programs to expand their reach and access to school children with Akshayyapatra

04

VULNERABLE & MARGINALISED POPULATIONS

As a part of our corporate initiative we provided food access and shelter to 400 destitute, orphans, dropouts, runouts and women of local community in Bangalore, Delhi and Indore

05

HEALTH EYE CARE

Facilitated 3644 cataract operations, 16417 screenings and set up district level vision centres in Rajnanda on (Chattisgarh), Giridih (Jharkhand) and Alwar (Rajasthan) with Sight Savers

## 06

ADOLESCENT & YOUTH

Save the Children and Ascend empowered 500 adolescent girls and young women (AGYW) with knowledge and skills to understand their rights towards SRH (Sexual and Reproducti prohecve Health) to lead a dignified and healthy life. This partnership led to 1306 direct and 4347 indirect beneficiaries

GOVERNANCE

At Ascend, integrity drives our performance. Sound corporate governance is critical in enhancing and retaining investor trust. Our management ensures fairness and transparency in our business operations with every stakeholder – our customers, investors, vendor partners, the community, and the governments.
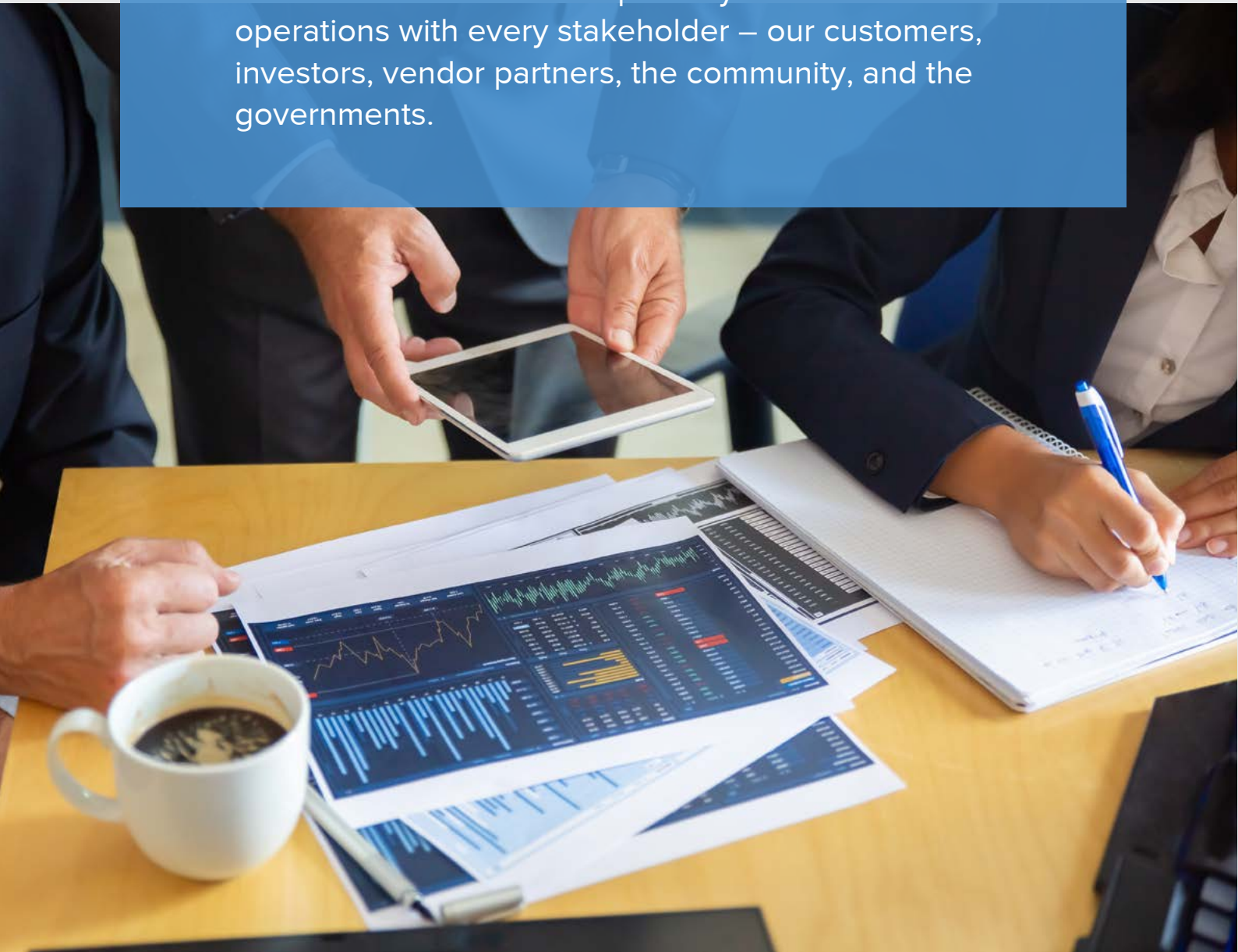
Our Corporate Governance philosophy has excelled in the following principles:

- Upholding corporate governance standards
- Maintaining transparency and disclosures
- Ethical diversity with equal opportunity

KEY GOVERNANCE PERFORMANCE INDICATORS:

100% EMPLOYEES COMPLETED TRAINING

100% SUPPLIERS FOLLOW CODE OF CONDUCT

100% SITES HAVE CYBER SECURITY FRAMEWORK

100% SITES HAVE EMERGENCY RESPOSNE PLAN

Ongoing training is a crucial enabler of success across our business. At the beginning of each year, every employee and board member review specific policies, certify their understanding, and agrees to abide by the standards outlined.

These certifications include:

CODE OF CONDUCT

NON-DISCLOSURE AGREEMENT

BUSINESS INTEGRITY

NO TOLERANCE POLICY CONFIDENTIALITY

PREVENTION OF SEXUAL HARASSMENT

FRAUD PREVENTION

ANTI-BRIBERY AND CORRUPTION

In addition, all new employees participate in our Code of Conduct and policy dissemination training as part of our induction program.

BUSINESS INTEGRITY

Our managers act with integrity and transparency, creating an ethical and sincere working environment. We maintain a zero-tolerance policy for bribery and corruption to show our clients and employees that they can rely on us. Ascend relies on its leadership and employees' shared commitment and active participation to maintain its ethics culture.

We have established a rigorous Code of Conduct following international practices and standards. Employees report policy violations and contact our ethics committee, local human resources, legal departments, and management through multiple channels.

HUMAN RIGHTS

At Ascend, we focus on integrating human rights principles as a business imperative. We educate employees, articulate our commitment and set human rights standards along our entire value chain. For example, our community initiatives relating to disaster relief and empowering and educating vulnerable communities result in impactful actions.

CUSTOMER IS OUR PRIORITY

Ascends' customer-focused strategy puts customers at the centre of our business decision-making to increase productivity and profitability. It is a long-term strategy that develops loyalty and builds trust. We implement customer engagement programs at the following levels:

- Corporate level - strategic engagements
- Zonal level - course corrections and re-aligning the business delivery structure to the evolving needs of customers
- Grassroots level - life cycle management across all customer functions

The annual customer satisfaction survey evaluates customer expectations, trust, and loyalty to our business.

CUSTOMER SATISFACTION SCORE (OUT OF 5)

FY 17	FY 18	FY 19	FY 20	FY 21	FY 22
4.53	4.76	4.75	4.77	4.8	4.82
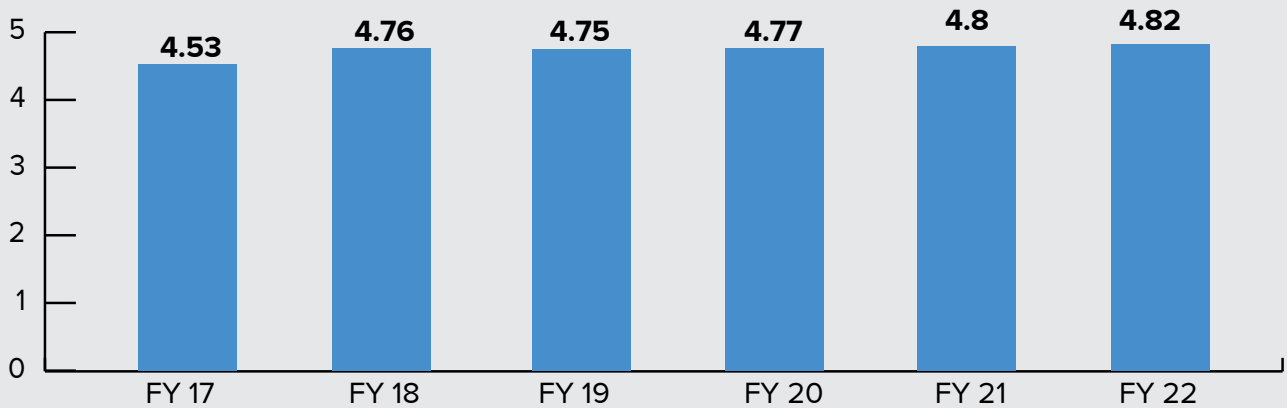
SUPPLY CHAIN

Our suppliers are external contractors who support construction and maintenance activities on sites. They undergo an assessment program to ensure compliance with fair wages, prohibition of human trafficking, forced and child labour, non-discrimination, anti-harassment, and health & safety regulations. In addition, we ensure suppliers and business partners hold the same ESG standards.

DATA PROTECTION AND CYBERSECURITY

The Information Security Committee meets quarterly to discuss robust and resilient cybersecurity strategies and any emerging issues. During the annual mandatory cybersecurity training, employees learn to maintain data privacy, detect and report malware, ransomware and other malicious software and identify attempts to compromise the company's information technology systems.

A few highlights from FY22:
- Nil material breaches
- Employee training classes with 100% compliance with access to sensitive information
- Anti-virus software with DLP deployed on end-user devices

In addition, we implemented the following:
- Data protection tool with sensitive labels - Azure Information Protection (Email Data) - successfully tested and ready to roll out in FY23 and implemented remote real-time peak demand logging
- Asset management tool to maintain all assets in one place with a tagging system
- Data backup tool for backing up the primary user data on the cloud (in-testing phase)
- Network monitoring tool for tracking the network traffic and web access

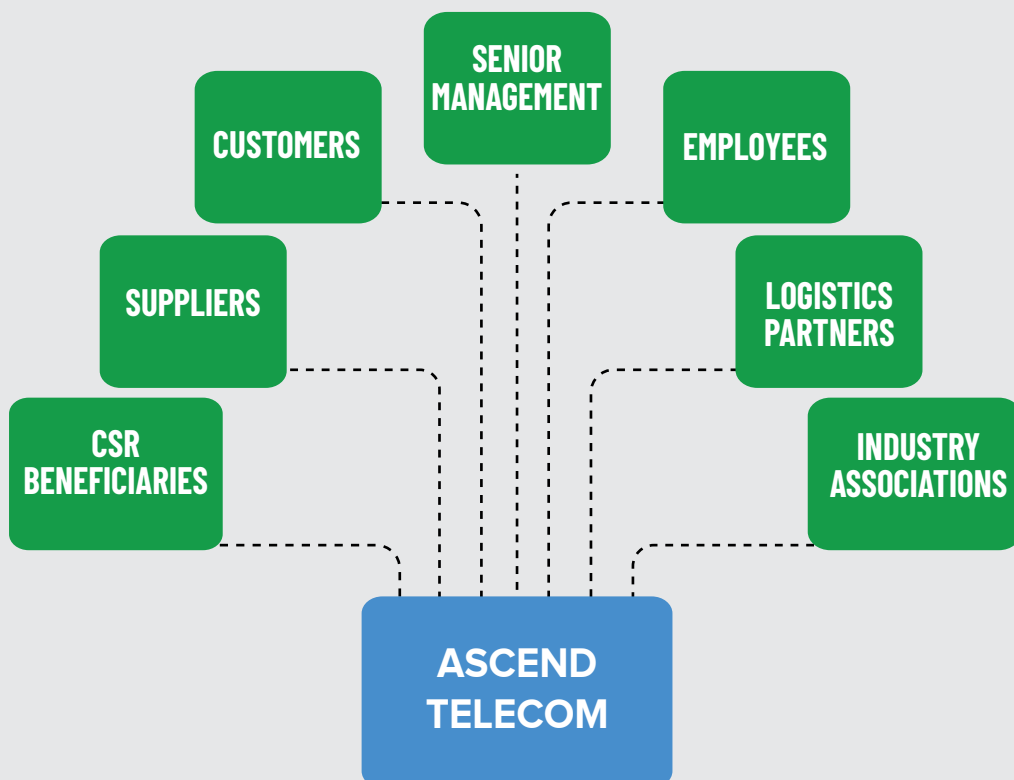Ascend is moving towards innovative solutions to drive operational efficiency and enhanced revenues such as:

- IoT for asset management
- Drone-based tower inspection
- Mobile applications for O&M
- Workforce management
- Real-time monitoring of sites and proactive maintenance through tower operation centres
- Digitisation of field operations
- Predictive analytics on operations
- GPS mapping for disaster management.
- Smart rental and energy billing
- Customised invoice formats
- Adopting innovative tower designs, which helps in optimising

STAKEHOLDER ENGAGEMENT

We rely on strong partnerships so that together, we can push the industry forward. Our team collaborates with industry associations, local non-profits, and government agencies to share best practices and demonstrate thought leadership.

KEY STAKEHOLDERS

SENIOR MANAGEMENT

CUSTOMERS

EMPLOYEES

SUPPLIERS

LOGISTICS PARTNERS

CSR BENEFICIARIES

INDUSTRY ASSOCIATIONS

ASCEND TELECOM

INDUSTRY ASSOCIATIONS AND SERVICE PARTNERS

We participate in DIPA and NASSCOM trade associations to engage and deliberate with industry members on future policies.

LOCAL COMMUNITIES

We focus on supporting our broader community through volunteerism and engagement programs.

LANDLORDS

We build strong relationships with landlords through the landlord connect program.

NGOS

We work with NGOs to deliver high quality needs based community engagement programs.

PUBLIC POLICY

We collaborate with local government and policymakers to discuss issues and help advance policy goals.

GRIEVANCE REDRESSAL MECHANISM

Stakeholders raise a grievance when they feel something is unfair, unjust or inequitable. Our grievance redressal mechanism is a step-by-step process in which the written complaint moves from the individual to the manager, grievance redressal committee, and HR Head. In addition, we adopt periodical connect programs to address the grievances of our employees, customers, vendors and landlords.

Ascend grievances feature under the following categories:

- Management policies
- Working conditions
- Personal factor

WAY AHEAD

Ascend is committed to best ESG practices. We work with reputed third-party consultants on ESG data assurance, climate change risk management, and decarbonisation.
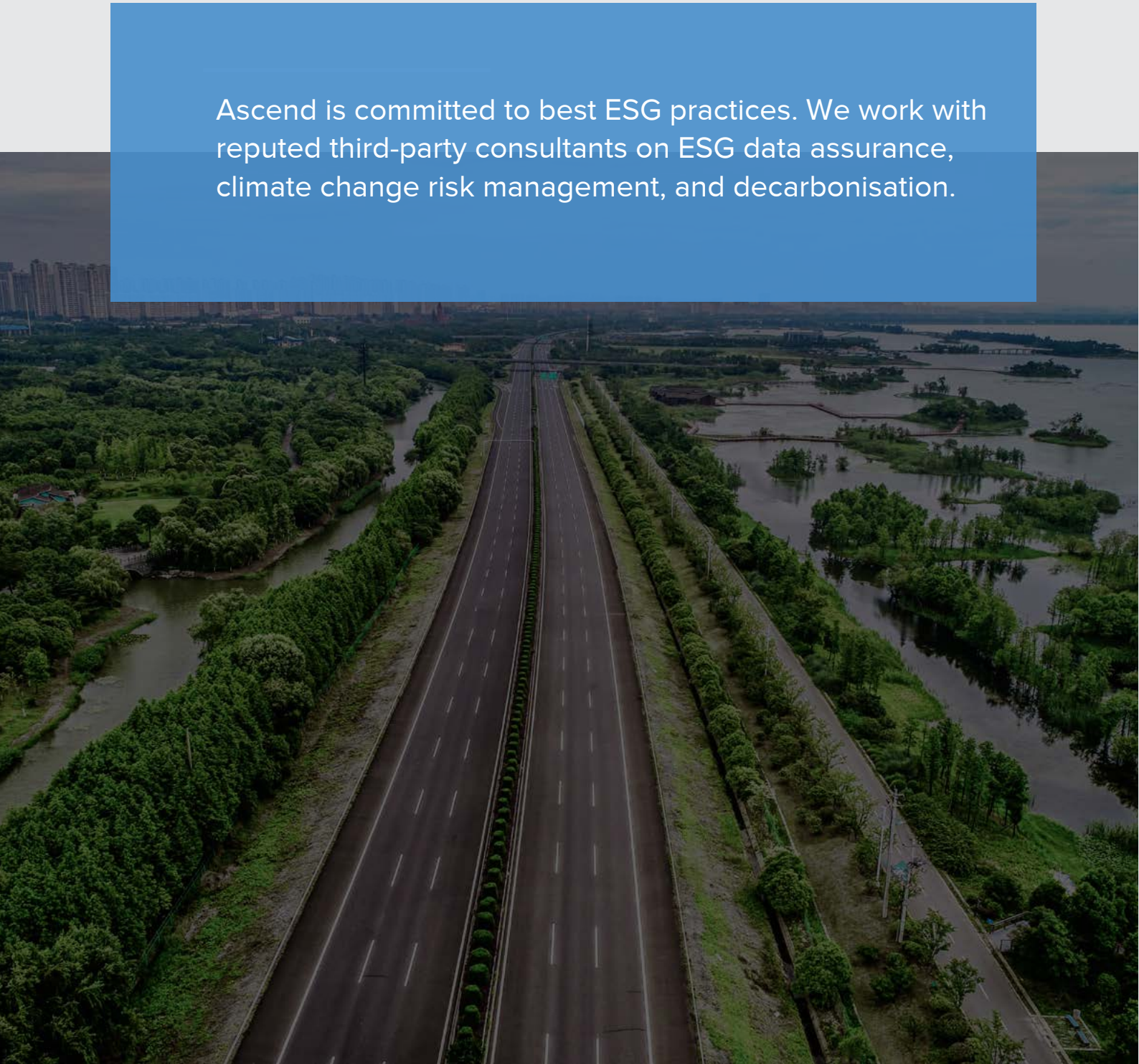
ESG MATURITY PROGRESS (2017-2022)

The analysis is focused on three key areas:

- ESG programs and management
- Climate action
- Environmental, Social, and Governance backed by eighty data points

Appropriate governance from the board, senior-level accountability, ESG committee and third-party data assurance proved critical to track our ESG performance. Lastly, a responsive ESG approach provided ample learning opportunities for making informed decisions.

ASCEND TELECOM

	ESG Programs & Management	Climate Action	Environment	Social	Governance
2017	28%	6%	54%	39%	43%
2022	94%	78%	100%	89%	90%
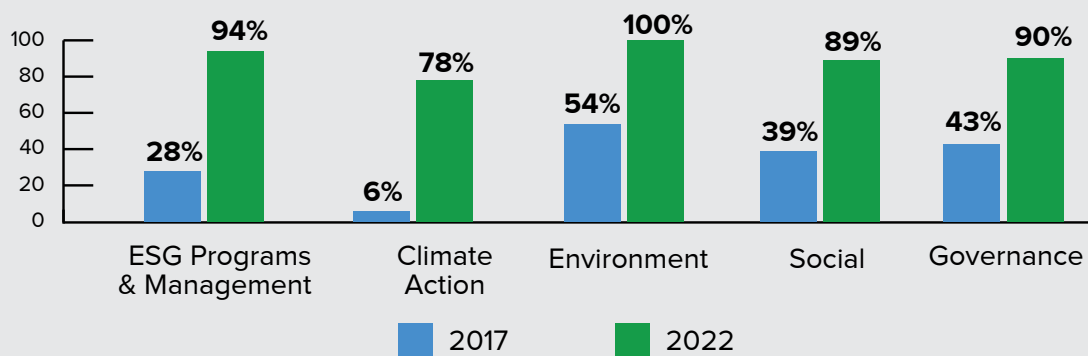
ASCEND PRIORITIES FOR FY23

ESG MANAGEMENT

- Strengthen and update ESG policies and management systems
- Assure ESG data by reputed third parties

SOCIAL

- Diversity program with achievable targets and action plans
- Strengthen policies and systems to protect human rights
- Develop community engagement programs

ENVIRONMENT & CLIMATE ACTION

- Target reduction of scope 1 and 2 GHG emissions
- Complete the TCFD alignment process
- Science Based (SBTi) net zero targets approved by the board
- Deploy solar panels at sites where grid power availability is low

GOVERNANCE

- Maintain high ethical standards
- Proactive management of risks
- Compliance with applicable laws, regulations and guidelines

ASCEND PRIORITIES FOR FY 23

TRANSFORMATIVE

Sustainability integrated into core business philosophy, product portfolio & value chain

Sustainable design to holistically integrate sustainability & transform Ascend Telecom

LEADING TOMORROW

PROACTIVE

Forward looking focus area defined, public disclosures announced & data tracking system in place

TRANSFORMING

Long-term value

Improved ESG Ratings

Greater resilience

ASCEND TELECOM TODAY

PROGRESSIVE

Business need for sustainability acknowledged, actions taken for improvement

Environmental and social risk considerations into all activities

Key Focus Areas
Resource Optimization, Energy Management, Renewable Energy, Greener products & recycled waste

Tactical Levers
Strategic CSR & Well-being, Resource Efficiency, Responsible Supply Chain

Strategic Levers
Sustainability Governance Focus Area, Goals & Targets Sustainability communication & disclosure

GRI based report

Integrated Communities

REACTIVE

Basic systems in place for legal compliance and disclosure

ESG Policy
Compliance with applicable environmental laws/regulations and guidelines

100% Sustainable supplier program & Disclosure

Resource Neutral

ANNEXURE I
GRI CONTENT INDEX

Ascend Telecom has referred to the GRI Standards while developing the Sustainability Report for FY 2021-22. The GRI Content Index below depicts the linkage of the content of the Sustainability Report with the GRI standard requirements:

Disclosure	Disclosure Title	Section Reference	Page no. reference
102-1	Name of the organization	Organization Profile	6
102-3	Location of headquarters	About the report	4
102-4	Location of operations	Tower Operations	8
102-6	Markets served	Tower Operations	8
102-8	Information on employees and other workers	Social	20
102-9	Supply chain	Supply Chain	31
102-13	Membership of associations	Industry Associations And Service Partners	33
102-14	Statement from senior decision-maker	Message from the CEO	5
102-15	Key impacts, risks, and opportunities	ESG Governance framework	10
	Section: Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Business Integrity	30
	Section: Governance		
102-18	Governance structure	ESG Governance framework	10
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Governance framework	10
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Governance framework	10
102-22	Composition of the highest governance body and its committees	ESG Governance framework	10
102-23	Chair of the highest governance body	ESG Governance framework	10
	Section: Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement	32

Disclosure	Disclosure Title	Section Reference	Page no. reference
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	32
	Section: Reporting practice		
102-45	Entities included in the consolidated financial statements	Organization Profile	6
102-46	Defining report content and topic Boundaries	About the report	4
102-50	Reporting period	About the report	4
102-51	Date of most recent report	About the report	4
102-52	Reporting cycle	About the report	4
102-54	Claims of reporting in accordance with the GRI Standards	About the report	4
102-55	GRI content index	GRI content index	37
102-56	External assurance	TUVi Assurance Statement	45
	GRI 302: Energy		
302-1	Energy consumption within the organization	Energy Management	17
	GRI 303: Water		
303-3	Water withdrawal	Water Management	18
	GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Climate Action	15
305-2	Energy indirect (Scope 2) GHG emissions	Climate Action	15
	GRI 306: Effluents and Waste		
306-4	Transport of hazardous waste	Waste Management	18
	GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Waste Management	18
	GRI 401: Employment		
401-1	New employee hires and employee turnover	Table 1: Select Health & Safety Indicators	23

Disclosure	Disclosure Title	Section Reference	Page no. reference
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits	24
401-3	Parental leave	Employee Benefits	24
	GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Employee care	22
403-2	Hazard identification, risk assessment, and incident investigation	Employee care	22-23
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee care	22-23
403-5	Worker training on occupational health and safety	Employee care	22-23
403-6	Promotion of worker health	Employee care	22-23
403-9	Work-related injuries	Employee care	22-23
403-10	Work-related ill health	Employee care	22-23
	GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Employee Development	21
	GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement	25

KRA	SDG	ISO 14001 –EMS	ESG Compliance
KRA	SDG	ISO 14001 –EMS	ESG Compliance
CSR	Goal 1: No poverty	Clause 4: Context of the Organisation: 4.2: Understanding the needs and expectations of interested parties	Social Governance
	Goal 2: Zero Hunger		
	Goal 3: Health and Wellbeing		
Tree Plantation	Goal 6: Clean Environment Goal 13: Climate Action	Clause 4.4: Environmental management System	Environmental Governance
Ascend Green campus- HR & Admin Digitization, Green Sites	Goal 15: Life on land		
ESAT score	Goal 8: Decent work and Economic growth	Clause 4.1: Understanding organisation and its context	Social Governance
	Goal No 10: Reduced inequalities		
Community health check-ups, Blood donation camps and vaccination	Goal 3: Health and well-being	Clause 6.2: Environmental objectives to achieve	Social Governance
Life skills for students	Goal 4: Quality of education		
Reduce paper usage, electronic consumables & Stationaries.	Goal 12: Responsible consumption	Clause 8.1: Operational Planning and control	Environmental Governance
	Goal 13: Climate action		

KRA	SDG	ISO 14001 –EMS	ESG Compliance
Provide Clean water and sanitised office environment	Goal 6: Clean Environment	Clause 6.2: Environmental objectives to achieve	Environmental Governance
Reduce wastage of power, water, and diesel usage. Recycle wet waste and convert it into manure	Goal 12: Responsible consumption		Organisational governance
Sites with Solar panels / Wind Chimney	Goal 7: Affordable and clean energy	Clause 4.1: Understanding organisation and its context	Environmental Governance
Diesel consumption in Lit per site, per tenant, per KW Units (L)	Goal 13: Climate action	Clause 10.3: Continual Improvement	
Company's Scope 1 & 2 direct & indirect greenhouse gas emissions for the reporting period. Units (Tonnes CO2e)	Goal 12: Responsible consumption and production Goal 6: Clean Environment	Clause 6.2: Environmental objectives to achieve	
OHS, EHSS and ESMS -Incidents and issues	Goal 12: Responsible consumption and production	Clause 8.2: Emergency preparedness and response	Organisational governance
Grievances Received and addressed (Anti-Corruption & Anti-bribery & Fraud Prevention issues, Whistle Blower, Sexual Harassment)	Goal 8: Decent work and Economic growth		
CSAT		ISO-9001: 9.1.2: Customer Satisfaction	
Equal Opportunity -Physically Challenged Employees		Clause 4.1: Understanding the organisation and its context.	
Gender Equality – Number of Female Employees			
Buying practice			

ESG Assurance Service

Independent Assurance Statement

To

The Directors and Management,
Ascend Telecom Infrastructure Private Limited,
Bangalore, India

"Ascend Telecom Infrastructure Private Limited" (hereafter 'Ascend' or 'the company') commissioned TUV India Private Limited (TUVI) to conduct the independent assurance of non-financial ESG KPI (Key Performance Indicators of Ascend (as mentioned in boundary). This is a GRI based ESG Assurance (hereinafter 'the ESG Data'), which includes a "limited assurance" of Ascend's disclosures for the applied reporting period, 01st April 2021 to 31st March 2022. The verification was conducted in July 2022 at Ascend, Bangalore Head Office and a sample cell site located at CV Raman Nagar. Bangalore. This assurance engagement was conducted in accordance with ISAE 3000 (revised).

Management's Responsibility

Ascend monitored the ESG data of selected KPI. Ascend management is responsible for identifying material topics and carrying out the collection, analysis, disclosure of the information presented in the form of data sheets, and for ensuring its quality and accuracy in accordance with the applied criteria stated in the GRI Standards, such that it's free of intended or unintended material misstatements.

Scope and Boundary

The scope of work includes the assurance of the following non-financial KPI's performance disclosed as a part of ESG datasheet. In particular, the assurance engagement included the following:

- Review of the non-financial disclosures submitted by Ascend;
- Review of the quality of information;
- Review of evidence (on a sample basis) for identified non-financial indicators

TUVI has verified the below KPI's disclosed in the ESG data sheet (Refer Annexure 1 for details)

GRI 102: Governance	102-18, 102-26, 102-32
GRI 302: Energy	302-1*
GRI 303: Water and effluents	303-3
GRI 305: Emissions	305-1 and 305-2
GRI 306: Waste	306-1 to 306-2
GRI 401: Employment	401-1 to 401-3
GRI 403: Occupational health and safety	403-1 to 403-10
GRI 404: Training and Education	404-1
GRI 413: Local Communities	413-1

The electricity consumption at offices and the ware houses are based on the apportioning mechanism. The same are not monitored by dedicated metering system. The same applies to the HSD consumption. Additionally, the electricity and HSD consumption applicable to cell sites are not directly monitored, the same are estimated.

The reporting boundary is based on the internal and external materiality assessment covering data for

- Ascend Telecom Infrastructure Private Limited, No.3 Sangeeta Towers Michael Palya, 80 Feet Road, Bangalore - 560038
- All the towers (6560), warehouse (16) and offices (19)

Our engagement did not include an assessment of the adequacy or the effectiveness of Ascend's strategy or management of ESG related issues. During the assurance process, TUVI did not come across the limitations to the scope of the agreed assurance engagement. No external stakeholders were interviewed as a part of the ESG Verification.

Limitations

TUVI did not perform any assurance procedures on the prospective information, such as targets, expectations, and ambitions, disclosed through the monitored ESG data. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement.

Our Responsibility

TUVI's responsibility in relation to this engagement was to perform a limited level of assurance and to express a conclusion based on the work performed. This engagement did not include an assessment of the sufficiency of the principles of GRI Standards, and ISAE 3000 (revised), other than those mentioned in the scope of the ESG data assurance. TUVI's responsibility regarding this verification is in accordance with the agreed scope of work which includes non-financial quantitative and qualitative information disclosed by Ascend. This assurance engagement assumes that the data and information provided to us by Ascend are reliable, complete and true.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosures. TUVI has verified the disclosures and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- TUVI examined and reviewed the documents, data, and other information made available by Ascend for non-financial KPI's (non-financial disclosures);
- TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of Ascend;
- TUVI examined and reviewed the documents, data and other information made available by Ascend for the reported disclosures including the Management Approach and performance disclosure;
- TUVI performed sample-based reviews of the mechanisms for implementing the ESG-related policies and data management (qualitative and qualitative) for the reporting period;
- TUVI assessed the internal quality assurance procedures and results.

Opportunities for Improvement

The following are the opportunities for improvement reported to Ascend. However, they are generally consistent with Ascend management's objectives and programs.

- Water usage quantification is based on the water withdrawn from the bore well on thumb rule basis (except for corporate office). In future the consumption details need to be accounted through the metering system,
- The electricity consumption consumption at offices, cell sites and the ware houses are based on the apportioning mechanism. Ascend can install internal meters to monitor the electricity consumption. Same recommendation applies for diesel consumption at office.
- The electricity and HSD consumption applicable to cell sites are not directly monitored, the same are estimated. Ascend can take steps to improve the accuracy of the monitoring;
- Ascend may report the compliance of the 09 BRSR principles in the upcoming sustainability report;
- Indirect GHG emission falling under scope 3 can be verified by third party as per ISO 14064 Standard;
- Materiality survey of internal stakeholders can be planned on periodic basis

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ESG Assurance Service

Our Conclusion

In our opinion, the ESG data is reported along with referenced information providing a fair representation of the performance disclosures adequately. During the verification we have performed nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement is not prepared, w.r.t. scope of engagement.

Limited Assurance Conclusion: Based on the procedures we have performed; nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUVI found the ESG information to be reliable in all material respects, with regards to the reporting criteria ("reported ESG Data") of the GRI Standards.

This assurance statement has been prepared in accordance with the terms of our engagement. In accordance with the ISAE 3000 (revised) requirements read in conjunction with ISAE 3410, the below principles were adhered

- **Independence**

  TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. It is confirmed that the Assurance Team is selected to avoid situations of self-interest, self-review, advocacy, and familiarity. The Assessment Team was safeguarded from any type of intimidation.

- **Quality control**

  The Assurance Team complies with the Code of Ethics for Professional Accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. The intended users of this assurance statement are the management of 'Ascend'. The management of the 'Ascend' is responsible for the information provided in the ESG datasheet as well as the process of collecting; analysing and reporting the information as presented in the worksheet. TUVI's responsibility regarding this verification is in accordance with the agreed scope of work which includes environmental performance as disclosed by 'Ascend' in the ESG datasheet. This assurance engagement is based on the assumption that the data and the information provided to TUVI are complete, reliable and true.

Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing ESG verification and assurance services with qualified environmental, social and governance specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with Ascend on any engagement that could compromise the independence or impartiality of our findings and conclusions. TUVI was not involved in the preparation of any content or data included in the ESG data, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited

Manojkumar Borekar
Project Manager and Reviewer

Date: 15-08-2022
Place: Mumbai, India
Project Reference No: 8120469855
www.tuv-nord.com/in

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ESG Assurance Service

Annexure -1

Disclosure	GRI reference	Documents assessed	Result
GRI 102: Governance	102-18, 102-26, 102-32	a. Ascend Governance Org chart b. Management Committee (Board), ESG Committee and CSR Committee	In line with GRI requirements
GRI 302: Energy	302-1*	a) FY22 location wise electricity & Fuel usage working sheet. b) Corporate office Electricity Bills c) FY22 EB & Diesel records of offices and warehouses. d) DG CPH-Load wise data sheet & Technical specification sheet of DG. e) Solar panel installations site list. f) TRAI issued Consultation paper in 03-feb-2011	**1. Energy Consumption** a. **Corporate Office:** Energy consumption (Grid Electricity usage & Diesel usage for DGs) is verified based on the actual bills. b. **Cell Sites:** Energy consumption (Grid Electricity usage & Diesel usage for DGs) is estimated based on the" Reference Working Document for Energy Management FY22". c. **Ware Houses**: Energy consumption (Grid Electricity usage & Diesel usage for DGs) is apportioned based on the area occupied in the ware house. *Note: There is a contractual agreement for compensating for electricity and diesel and the values are not monitored for Cell Sites and Ware houses.* **Results** Total Energy consumption =252,066 MWh, of which Grid Electricity usage is 88.9% & Diesel Fuel usage is 11.1% **2. Contribution of Renewable energy** = 1824 MWh based on the estimation (Installed capacity in kW * average sunshine hours/day * No. of working days).
GRI 303: Water and effluents	303-3	a) FY22 corporate office water bills. b) FY22 offices water consumption sheet. c) Guideline issued by World Health Organization - published on 28-jul-2010. d) ESG posters/pictures	1. **Corporate Office:** Water consumption is monitored based on the bills. 2. **Cell Sites and Ware Houses:** Water consumption is estimated based on the apportioning basis by the reporting organization considering 50 liters' water usage per person per day. **Results** Total water consumption is 35 Lakh Liters. Out of which 27 Lakh Liters for the reporting period for circle offices and 7.79 Lakh litters for the reporting period for corporate office. **Notes** No major impacts from discharge of water Water saving projects particularly sensor-based taps & putting up ESG poster displayed in offices at strategic locations to ensure appropriate and best water management practices.
GRI 305: Emissions	305-1 and 305-2	a) FY21 & 22 TCO_2e Emission working sheet. b) Baseline Database for the Indian Power Sector User Guide Version 17.0 October 2022. c) DEFRA EF-2021 File & TCO_2e emission calculation	Total Emissions= 209,777 MT of CO_2. a. **Scope**-1 = 32,624 MT of CO_2 b. **Scope**-2 = 177,152 MT of CO_2)

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		parameter reference e-mail from CTO	
GRI 306: Waste	306-4	a) Battery scrap details records. b) Battery Bank Scrap Invoices	**Hazardous Waste** 424,800 kg of battery banks scrapped to authorized pollution control board vendors. **Non-Hazardous Waste** Non-hazardous waste is not monitored. Only hazardous waste is monitored.
GRI 307: Environmental Compliance	307-1	a) Compliance Requirements b) Compliance Declaration c) ISO 14001 Certification Documentation	The organization has not identified any non-compliance with environmental laws and/or regulations.
GRI 401: Employment	401-1 to 401-3	a) FY 22 Hiring and Attrition Record b) 401 - 2 Employees GMC Policy c) 401 - 2 Parents GMC Policy d) 401 -2 GPA POLICY (Group Personal Accident) 401- 3 Parental Leave record FY22	**New employee hires and turnover** Total New Hires: 19 Nos Gender: 19 Male/Female 0 Total Resigned: 18 Nos Gender: 17 Male/ Female 1 Attrition rate – 10.58 % (18/170) **Benefits provided to full-time employees** Employee Benefits like Group Mediclaim Policy for employee their parents as well as Group Personal Accident was assessed. **Parental leave** Male 2 Female 0 Returned to office i.e. 100% Return to work
GRI 403: Occupational health and safety	403-1 to 403-10	403-1 ESG compliance declaration from suppliers 403 - 2 Incidence Investigation report template, OHS Guidelines, Emergency preparedness plan, Emergency Mock drill GJ circle. 403 - 4 Safety Committee, OHS Policy, OHS Training PPT, Safety meeting-minutes Ascend Telecom 403 - 3 Vaccination certificate sample copies 403 - 5 Training Calendar 21-22 403- 9 & 403-10 No such minor or major incidents reported.	**Results** a. Detailed policy and implementation for process b. OHS committee both management & workers are 50%-50%. Meetings are held once in a quarter. c. Training calendar is in place d. No minor or major incidents, accidents were reported. e. No instances of Work-related ill health
GRI 404: Training and Education	404-1	404 -1 Training Tracker FY22	Average Training: 32 Hrs Gender wise / category wise updates not furnished
GRI 406: Non-discrimination, GRI 408: Child Labor, GRI 409: Forced or Compulsory Labor	406-1 408-1 409-1	Undertaking	There were no instances of discrimination, child labor or forced or compulsory labor.
GRI 413: Local Communities	413-1	413 - 1 CSR Report FY22 413 - 1 CSR Report submitted to Board Mail Evidence 413 - 1 ESG Ascend Tree Plantation Report FY - 22 new	Implementation of projects was assessed based on CSR Report during remote audit on screen.
GRI 417: Marketing and Labeling GRI 418: Customer Privacy	417-1 418-1	Undertaking	No incidents of non-compliance concerning marketing communications and no substantiated complaints concerning breaches of customer privacy and losses of customer data.

CERTIFICATE

Management system as per

ISO 14001 : 2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

ASCEND TELECOM INFRASTRUCTURE PRIVATE LIMITED

Sangeetha Towers # 3, 80 Feet Road,
Indira Nagar, Bengaluru - 560 038, Karnataka,
India

operates a management system in accordance with the requirements of ISO 14001 : 2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope -

Sales, Project Management, Operation and Maintenance of Passive Infrastructure for Communication Cell Sites.

Certificate Registration No. **44 104 22393547**
Audit Report No. **2.5-5985/2013**

Valid from **12.04.2022**
Valid until **22.03.2025**
Initial certification **2022**

Certification Body
at TÜV NORD CERT GmbH

Mumbai, **12.04.2022**

Validity can be verified at https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank.

TÜV NORD CERT GmbH   Am TÜV 1   45307 Essen   www.tuev-nord-cert.com

TUV India Pvt. Ltd., 801,   Raheja Plaza – 1, L.B.S. Marg,   Ghatkopar (W), Mumbai - 400 086, India   www.tuv-nord.com/in

IAF
MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT

DAkkS
Deutsche
Akkreditierungsstelle
D-ZM-12007-01-00

TÜV NORD

CERTIFICATE

Management system as per

ISO 9001 : 2015

The Certification Body TÜV NORD CERT GmbH hereby confirms as a result of the audit, assessment and certification decision according to ISO/IEC 17021-1:2015, that the organization

ASCEND TELECOM INFRASTRUCTURE PRIVATE LIMITED
Sangeetha Towers # 3, 80 Feet Road,
Indira Nagar, Bengaluru - 560 038, Karnataka,
India

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operates a management system in accordance with the requirements of ISO 9001 : 2015 and will be assessed for conformity within the 3 year term of validity of the certificate.

Scope -

Sales, Project Management, Operation and Maintenance of Passive Infrastructure for Communication Cell Sites.

Certificate Registration No.**44 100 133321**
Audit Report No.**2.5-5985/2013**

Valid from **12.04.2022**
Valid until **22.03.2025**
Initial certification **23.03.2013**

Certification Body
at TÜV NORD CERT GmbH

Mumbai, **12.04.2022**

Validity can be verified at https://www.tuev-nord.de/de/unternehmen/zertifizierung/zertifikatsdatenbank.

TÜV NORD CERT GmbH   Am TÜV 1   45307 Essen   www.tuev-nord-cert.com

TUV India Pvt. Ltd., 801,   Raheja Plaza – 1, L.B.S. Marg,   Ghatkopar (W), Mumbai - 400 086, India   www.tuv-nord.com/in

IAF MEMBER OF MULTILATERAL RECOGNITION ARRANGEMENT

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Akkreditierungsstelle
D-ZM-12007-01-00

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IMS - ISO 9001 & 14001:2015 Certified

**Ascend Telecom India Private Limited
No.3, Sangeeta Towers,
80 Feet Road, Indiranagar,
Bengaluru-560038**