

Connecting the Future:  
**Building a Sustainable Tomorrow**  
**Sustainability Report 2023-24**



## How Ascend supports the Sustainable Development Goals (SDGs)

At Ascend Telecom Infrastructure, we are driven by a vision to shape a brighter, more sustainable future for generations to come. With a dedicated commitment to the United Nations Sustainable Development Goals (SDGs), we embed these principles into everything we do. Each year, we assess the synergy between our strategic priorities and the SDGs, ensuring our efforts create lasting impact. Here are the results of our 2024 evaluation:

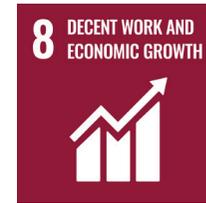
### Major Focus/Key Goals



By improving rural income, empowering women through livelihood programmes, and supporting vulnerable populations like the elderly, specially-abled, and orphans, our projects directly help reduce poverty levels in underserved communities.



Water body reconstruction, rainwater harvesting, and groundwater level improvement projects contribute to ensuring sustainable water management and access to clean water for communities.



By creating job opportunities through environmental conservation, infrastructure development, and rural livelihood programmes, our initiatives promote sustained, inclusive economic growth and decent work for all.



Tree plantation and emission offsetting projects directly support climate action by sequestering carbon, increasing green cover, and contributing to environmental resilience.



Projects focused on forest conservation, tree plantations, and biodiversity preservation contribute to protecting, restoring, and promoting sustainable use of terrestrial ecosystems.

## Minor Focus/Supporting Goals



By improving rural income, empowering women through livelihood programmes, and supporting vulnerable populations like the elderly, specially-abled, and orphans, our projects directly help reduce poverty levels in underserved communities.



Initiatives improving rural income through fruit-bearing trees and sustainable agriculture practices help ensure food security and better nutrition for vulnerable populations.



School infrastructure development and educational support for rural children contribute to better access to quality education and improved learning outcomes.



Women empowerment programmes, especially those providing sewing machines and skills development, directly address gender equality by improving economic independence and decision-making power for women.



Special focus on tribal communities, elderly care, and empowering marginalised groups like the specially-abled helps reduce inequality.



Ensure cybersecurity through quarterly reviews and annual employee training to safeguard data privacy and address threats.

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## PATH FORWARD

## ANNEXURE

## About the Report

This is our third sustainability report, providing a comprehensive overview of the progress made in FY 2024 toward our Environmental, Social, and Governance (ESG) commitments. The report highlights our strategic initiatives, key achievements, and ongoing dedication to creating long-term value for our stakeholders, including investors, business operations, and communities. It reflects our commitment to integrating ESG principles into our business operations and driving sustainable growth across our organisation.

### Reporting Boundary & Period

The Sustainability Report covers the operational performance from April 1, 2023, to March 31, 2024, for companies under this scope of sustainability disclosure represents 100% of total revenue. Ascend Telecom publishes the Sustainability Report on an annual basis.

### Reporting Framework

Ascend Telecom Infrastructure Private Limited, or Ascend Telecom, has developed the Sustainability Report 2023-24 to communicate key messages regarding our corporate strategies, management systems, operational processes, and sustainability performance on matters of significance to our business operations and stakeholders across all sectors throughout the year. This report also highlights our progress and performance in support of the Sustainable Development Goals (SDGs). It has been prepared in accordance with GRI standards. The GRI content index has been reviewed and is presented in a manner consistent with GRI reporting requirements, ensuring that the information is clearly organised and easily accessible to our stakeholders.

### External Assurance

The management team has thoroughly assessed the performance of critical indicators to uphold the integrity and quality of reporting. To reinforce the credibility of our sustainability disclosures, Ascend Telecom engaged TUV India Private Limited to conduct an independent assurance process. Their "Independent Assurance" statement, featured in this report, reflects our unwavering commitment to transparency, accountability, and precision in our sustainability practices.

### Contact Information

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Dear Stakeholders,

This year reflects Ascend Telecom's commitment to sustainability and corporate responsibility. By driving impactful initiatives, we have fostered inclusivity, minimised environmental impact, and strengthened community resilience—all while charting a sustainable growth path for the future.

Amid external challenges, Ascend Telecom has maintained a clear strategy, balancing short- and long-term goals, guided by environmental, social, governance, and economic (ESG) principles.

Notably, we secured the APAC region's first-ever Sustainability-Linked Loan (SLL) for a passive telecom tower company, maturing in 2028. This milestone underscores our leadership in responsible operations and ethical governance.

**Environmental Impact:** We are proud of our reforestation efforts, having planted over one lakh trees to combat carbon emissions, support biodiversity, and enhance ecological health.

**Social Initiatives:** Our CSR programmes have touched over 50,000 lives this year, empowering underserved communities with education, healthcare, and skill development. These efforts promote equity and resilience, paving the way for inclusive growth.

**Governance and Economic Sustainability:** With a focus on transparency and accountability, our cross-functional ESG committee and robust governance structures ensure adherence to the highest ethical standards while driving long-term value for stakeholders.

Looking ahead, we are committed to embedding sustainability into every aspect of our operations. Together with our employees, partners, and stakeholders, we will continue to set bold goals, foster innovation, and create lasting positive impacts.

Thank you for your unwavering support in our shared journey toward a sustainable future.

**Dr. Sushil Kumar Chaturvedi**  
Group Chief Executive Officer



Ascend Telecom's Sustainability Report for 2023-24 represents our ongoing dedication to connecting people and building a sustainable future. This year represents another key milestone in our journey to reduce emissions, strengthen environmental stewardship, and promote inclusive growth within the communities we serve.

At Ascend Telecom, we acknowledge the urgent need to address climate change. Our efforts to lower CO2 emissions have shown significant progress, particularly under Scope 1 and 2.

Our tree plantation initiative continues to thrive, with more than 200,000 trees planted this year. This effort contributes to carbon offsetting, enhances rural livelihoods, and safeguards natural ecosystems. By focusing on fruit-bearing trees, we are not only advancing environmental conservation but also increasing rural income, thereby fostering socio-economic growth in the communities with which we engage.

Inclusive development remains a cornerstone of our corporate social responsibility (CSR) efforts. Through projects that target health, education, and rural development, we have aligned our goals with the majority of the United Nations Sustainable

Development Goals (SDGs). These initiatives are aimed at creating meaningful change in the lives of underprivileged women, children, and marginalized groups, helping to enhance their well-being and future prospects.

Additionally, we are aiming to strengthen our commitment to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, integrating climate risk management into our core business strategy. Looking ahead, we are determined to advance our alignment with the Science Based Targets initiative (SBTi), ensuring that Ascend Telecom plays a pivotal role in limiting global warming in accordance with the Paris Agreement.

The progress we have made thus far is a testament to the unwavering dedication and collaboration of our employees, stakeholders, and partners. As we continue forward, we remain steadfast in our commitment to sustainability, driving positive environmental and social impact, and creating long-term value for all.

Together, we are shaping a future where business success aligns with the well-being of both our planet and its people.

**Dr. Harry C.D**  
Chief Sustainability Officer

# Organisation Profile

- Vision and Mission
- Key Performance Highlights FY 2024
- Awards and Accolades
- Our Journey



## Vision

To be the preferred passive telecom infrastructure and allied service provider by exceeding expectations of customers & stakeholders.



## Mission

### Customers:

We develop strong relationships, exceed SLAs, deliver innovations, and offer differentiated value for exceptional performance and satisfaction.

### Shareholders:

We create benchmark value by delivering ethical business practices, fostering transparency and fairness, and enhancing the company’s brand value.

### Industry Associates:

We foster long-term partnerships based on transparent terms, ensuring efficient processes, capabilities, and safety, along with hassle-free payments and prompt resolution of issues and complaints.

### Community:

We sustain our commitments through eco-friendly initiatives and dedicated social responsibility efforts.

### Employee:

We strive to build an organisation that champions equal employment opportunities, offers best-in-industry compensation, upholds fair and eco-friendly practices, and supports work-life balance.

### About us

Ascend Telecom Infrastructure continues to lead as one of India’s foremost providers of telecommunications infrastructure, playing a critical role in delivering seamless connectivity across both urban and rural regions. Established with a mission to establish a robust and sustainable telecommunications ecosystem, Ascend Telecom has earned its reputation for innovation, sustainability, and a strong sense of social responsibility.

Since its founding in 2002, Ascend Telecom Infrastructure Pvt. Ltd. has consistently been at the forefront of the industry, offering world-class passive telecom infrastructure and allied services to India’s telecom networks. By 2010, we had expanded to over 1,000 sites across five states. With the strategic acquisition of India Telecom Infrastructure Limited, adding more than 3,000 sites across 17 circles, further strengthens our position in the market.

Ascend Telecom has consistently grown both organically and through key acquisitions. As of March 2024, we operate over 8,700 macro sites and 3,000 micro sites, maintaining a well-balanced portfolio that serves all major mobile network operators, enabling enhanced connectivity across the country.

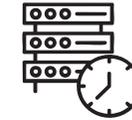
### Key Performance Highlights FY 2024



**19**  
**Operating Circles**



**1.59**  
**Tenancy Ratio**  
[Avg. MNOs per Cell site]



**99.95%**  
**Uptime**  
(Network Uptime)



In FY2024, Ascend Telecom received numerous awards and accolades, including:



The Best ESG Practice



Top 50 CEO



Top HR Innovation



CEO of the Year



Environmental Sustainability Award 2023

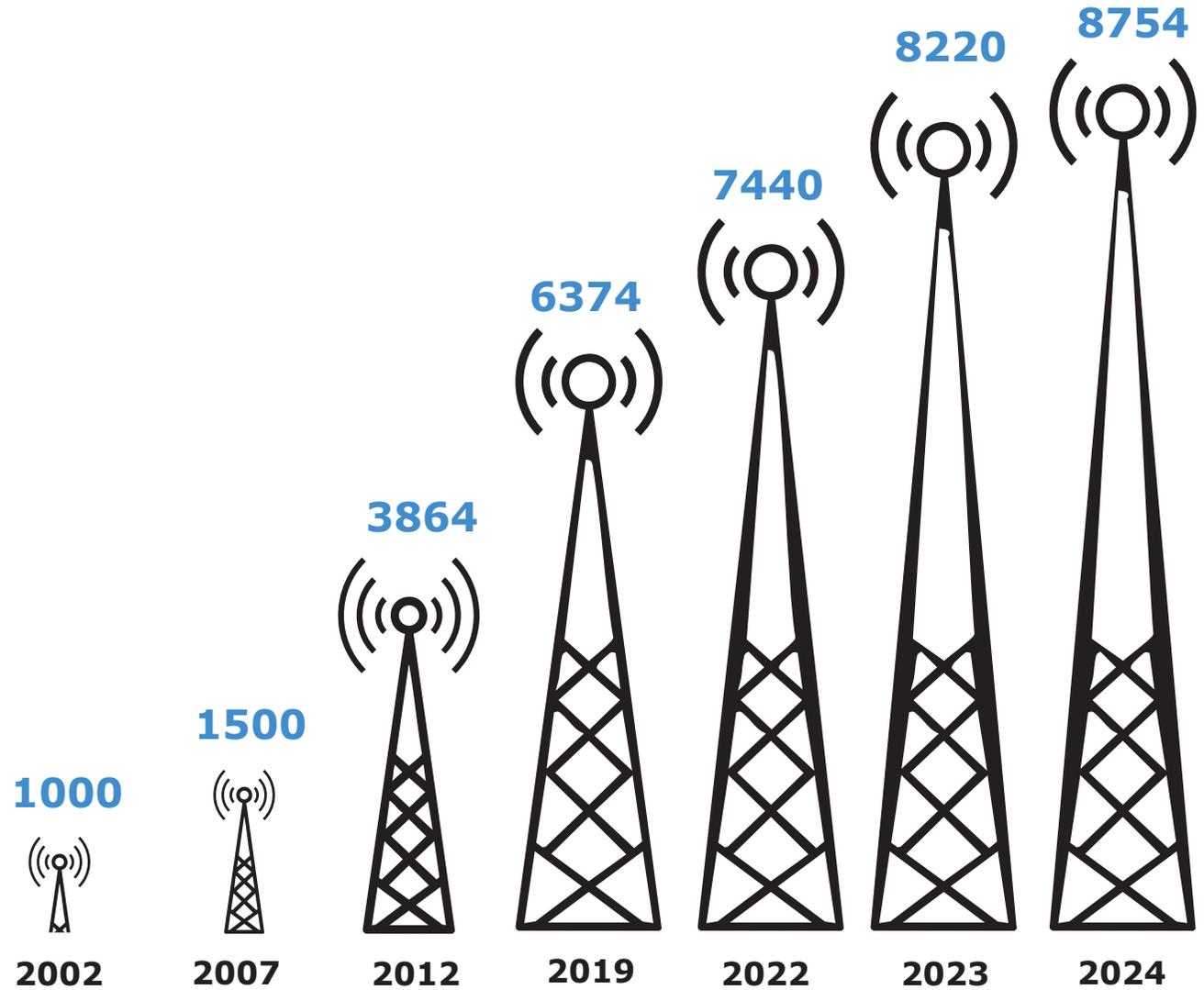


### Our Journey so Far

Our teams bring together a wealth of professional expertise with diverse management experience across telecom infrastructure development, defense, civil, and maritime operations. This broad skill set empowers us to deliver innovative, tailored solutions that address the ever-evolving demands of the telecommunications industry.

As we continue to expand our operations in a sustainable and systematic manner, we are actively driving digital connectivity across India. Our robust portfolio includes over 8,700 macro sites and 3,000 micro sites, which serve all major mobile network operators, playing a pivotal role in advancing the country’s digital infrastructure and connectivity.

### Growth and Trends in Tower Infrastructure



## Excellence in Business Process Management

Over the past decade, the telecom industry has been a whirlwind experienced of rapid technological evolution advancements, driven by the relentless pursuit and focus on next-generation products and services. Global leaders have embraced this dynamic shift, crafting state-of-the-art infrastructure and pioneering innovative solutions designed for adaptability and scalability in an ever-changing world. At Ascend Telecom, we've risen to the occasion by embedding seamless integration of ESG requirements across our operations, creating a synergy that not only advances sustainability but also propels our business performance to new heights.



### Integrated Management System

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



### Business Continuity Management

Ensures essential processes and resources remain operational during critical situations



### Materiality Assessment

Identify and prioritise risks most relevant to business and stakeholders



### Vendor Performance

Assess how well our vendors meet organisational expectations, ensuring they deliver on quality, timeliness, and cost-efficiency. By closely monitoring vendor performance, we foster strong partnerships and maintain high standards across our operations.

## Our Approach to ESG

At Ascend, we deeply value the integration of ESG principles into our business operations, recognizing their critical role in driving sustainable growth. This commitment recently earned us the distinction of securing Asia-Pacific's first Sustainability-Linked Loan (SLL) for a telecom tower company, approved by the International Netherlands Group (ING) and Standard Chartered Bank (SCB). This landmark achievement underscores ING's endorsement in Ascend's dedication to ambitious ESG targets, including emissions reduction, waste management, and diversity, with the loan set to mature in 2028.

As a telecom tower company dedicated exclusively to supporting the telecommunications sector, our sustainability initiatives are designed to inspire and influence the broader industry. By prioritising energy efficiency in network infrastructure—an area where base stations represent a significant portion of energy consumption—we aim to set a benchmark for operators striving to expand their reach sustainably. Through this approach, Ascend Telecom not only advances its own ESG goals but also fosters a ripple effect, encouraging telecom operators to adopt more responsible and forward-thinking practices.

## Our ESG Journey

Ascend Telecom is a leading global infrastructure provider implementing systems and processes in the telecommunications industry as per international standards and certifications. The Quality Management Team adheres to global standards on accounting, material procurement and practices, ISO 9001:2015, ISO 14001:2015, Cyber Security and Occupational Health and Safety (OHS). Since its inception in 2013, Ascend Telecom has been steadily enhancing its ESG systems to have a robust and strong ESG system in place as illustrated below:

### MARCH 2013

01

Ascend Certified for ISO 9001: 2008 QMS system

### MARCH 2016

02

Ascend Certified for ISO 9001: 2015 QMS system

### MARCH 2019

03

Recertification Audit ISO 9001: 2015 – QMS system

### MARCH 2021

04

Surveillance Audit for 9001:2015

### MARCH 2022

05

Ascend Certified for ISO 14001: 2015 IMS system

### JULY 2022

06

ESG Assurance Statement ISAE 3000 (revised)

### JUNE 2023

07

2nd Year ESG Assurance Statement ISAE 3000

### MAY 2024

08

3rd Year ESG ASSURANCE

We assure an alignment on the following ESG & sustainability ISO certificates from our key business partners:

**ISO 9001:2015**  
**ISO 45001:2018**  
**ISO 14001:2015**

## Our ESG Strategy

At Ascend Telecom, we've pinpointed key ESG parameters that are relevant to our operations and set ambitious targets to drive meaningful impact. These parameters are structured around three core ESG pillars that define our approach: responsible management of natural resources, cultivating well-being and empowering communities, and conduct business operations in a fair and ethical manner.

Our focus spans a broad spectrum of priorities, including identifying risks and opportunities, ensuring robust health and safety measures, protecting the environment, championing climate action, and implementing sustainable operational practices for employees, customers, and suppliers. We are equally committed to fostering strong community engagement, ensuring our initiatives resonate far beyond our organisation and contribute to a brighter, more sustainable future for all.

The infographic below highlights the three foundational ESG pillars that underpin Ascend's ESG Framework:



The strategy is built around the above focus areas that are also material to us and will be reflected through this report, in the upcoming sections.

## Stakeholder Engagement

We believe that strong partnerships are instrumental in advancing progress within the industry. Our collaborative team actively engages with industry associations, local non-profits, and government agencies to share best practices and showcase thought leadership. Through these partnerships, we strive to push the boundaries of innovation, drive positive change, and foster a more sustainable and prosperous future for all stakeholders involved.



## Industry Associates and Service Partners

We actively collaborate and engage with leading trade associations such as Digital Infrastructure Providers Association (DIPA) and National Association of Software and Service Companies (ASSCOM) to engage meaningful dialogue and co-create forward thinking policies that drive progress and innovation across the industry.



## Local Communities

We are committed to making a positive impact on our broader community by actively participating in targeted volunteerism and engagement programmes. Through these initiatives, we strive to contribute meaningfully, foster strong community relationships, and support social causes that align with our values.

## Landlords

We foster strong, collaborative relationships with landlords through our Landlord Connect programme, ensuring mutual growth and long-term partnerships built on trust and shared objectives.



## NGOs

We work alongside NGOs to design and implement impactful, needs-based community engagement programmes that drive positive change and address the most pressing challenges in the communities we serve.

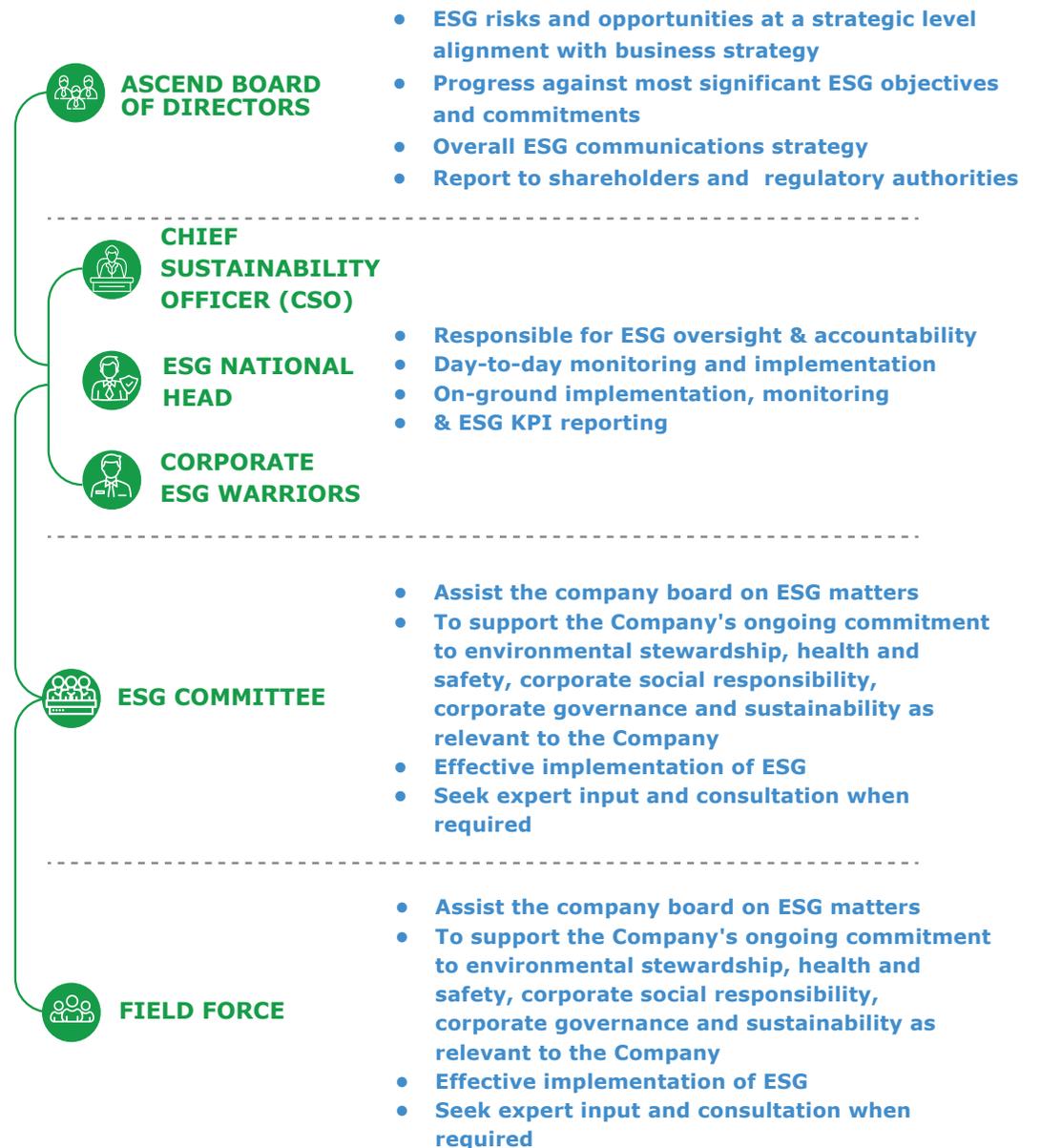


# ESG Governance Framework

Ascend Telecom adheres to environmental, social, and governance principles, addressing climate risks, enhancing corporate transparency, and meeting regulatory and stakeholder expectations.

Ascend Telecom’s ESG governance framework forms the foundation of our commitment to sustainable development, ensuring accountability, transparency, and continuous progress toward our environmental, social, and governance goals. In 2024, we are reinforcing this commitment by actively reducing our environmental footprint and curbing greenhouse gas (GHG) emissions in Scope 1 and Scope 2 against a 2021 baseline. Our initiatives include transitioning to Non-DG (Non-Diesel Generator) sites, integrating gas-based DGs, expanding solar-powered infrastructure, deploying high-performance battery storage systems, and advancing carbon neutralization through tree plantations. By minimizing fossil fuel dependency, we are creating a more sustainable and resilient operational landscape. To ensure the success of our ESG initiatives, we have established an internal team comprising representatives from various departments. To oversee the performance of this team and the identified programmes, we have formed a dedicated ESG committee that reports directly to the Ascend Telecom Board. This committee, comprised of key members including our Chief Sustainability Officer, Chief Technology & Energy Officer, Head of ESG & Sustainability Programs, and representatives from our investor organisation. The ESG committee meticulously oversees the consistent implementation of our ESG approach, takes targeted actions to meet our goals, and works closely with the company’s business teams. The committee is primarily responsible for:

- **Monitoring ESG Performance:** Closely tracking our ESG performance, aligning strategies to ensure continuous improvement and the achievement of our sustainability goals.
- **Board Engagement:** Providing the Board with regular, comprehensive updates on key ESG matters to keep the Board informed and engaged in driving our sustainability initiatives forward.

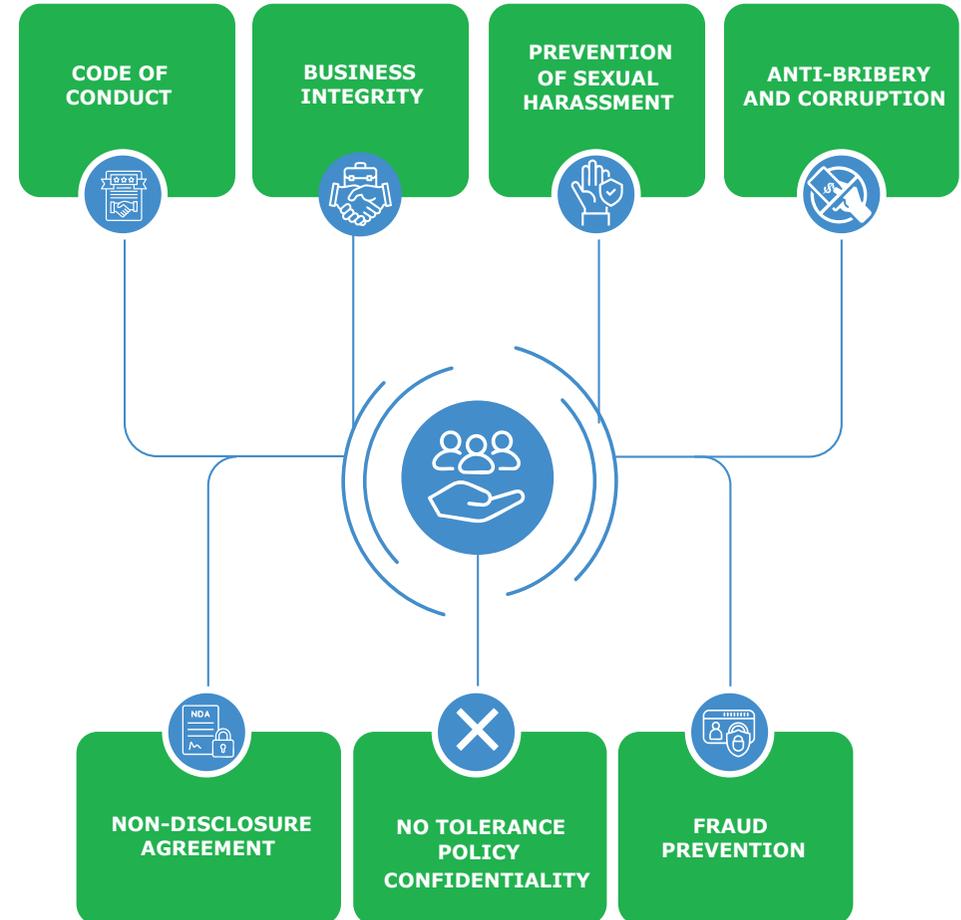


## Governance Committees and Responsibilities

To ensure effective oversight of our governance objectives, Ascend Telecom has established dedicated working groups that focus on key areas of sustainability, ethics, and well-being. These committees play a vital role in ensuring that our operations align with best practices in governance and social responsibility. The committees include:

- Whistleblower Committee: Ensures a safe and confidential mechanism for reporting unethical practices or violations.
- ESG Committee: Oversees the implementation of our Environmental, Social, and Governance (ESG) strategies and tracks progress toward sustainability goals.
- Sexual Harassment Redress Committee: Works to prevent, address, and resolve incidents of sexual harassment within the organisation, fostering a safe work environment.
- Grievance Redressal Committee: Handles and resolves employee grievances, ensuring that all concerns are addressed in a fair and timely manner.
- CSR Committee: Manages and oversees corporate social responsibility initiatives, ensuring they align with our values and benefit the communities we serve.
- Health & Staff Welfare Committee: Focuses on promoting the health, well-being, and welfare of our employees, ensuring a supportive work environment.
- Anti-Bribery, Corruption, and Fraud Prevention Committee: Develops and enforces policies to prevent bribery, corruption, and fraud, upholding integrity in all business dealings.
- Safety Committee: Ensures the health and safety of our employees and stakeholders by establishing and enforcing safety protocols across our operations.

Each committee plays a crucial role in promoting transparency, accountability, and ethical conduct, reinforcing our commitment to governance excellence and responsible business practices.





### Dr. Harry

Chief Sustainability Officer

I am proud of the strides we have made in reducing our carbon footprint, enhancing rural livelihoods, and fostering ecological sustainability. With initiatives like tree plantations, water body rejuvenation, and school renovations, we continue to align with global climate action goals and the UN SDGs.

These achievements reflect the dedication of our team and partners in creating a sustainable future for all. Together, we remain committed to driving meaningful impact for our planet and communities.



### Vinayaga Moorthy KS

Head – ESG

As Head of ESG & Sustainability Programmes, I lead initiatives that balance corporate success with environmental stewardship and social responsibility. This involves developing strategies, implementing frameworks, and fostering a culture of accountability within organisations. Collaborating with cross-functional teams, I have conducted materiality assessments, identified key ESG risks and opportunities, and crafted actionable plans that address stakeholder concerns while aligning with long-term goals. My role also includes overseeing sustainability initiatives such as reducing carbon footprints through energy efficiency programmes and renewable energy integration, as well as developing comprehensive ESG reports that enhance transparency and credibility. Notable achievements include aligning ESG strategies with global standards like the UN SDGs, GRI, and TCFD frameworks, ensuring a meaningful contribution to global benchmarks.



### Pushpavalli K

CSR Manager

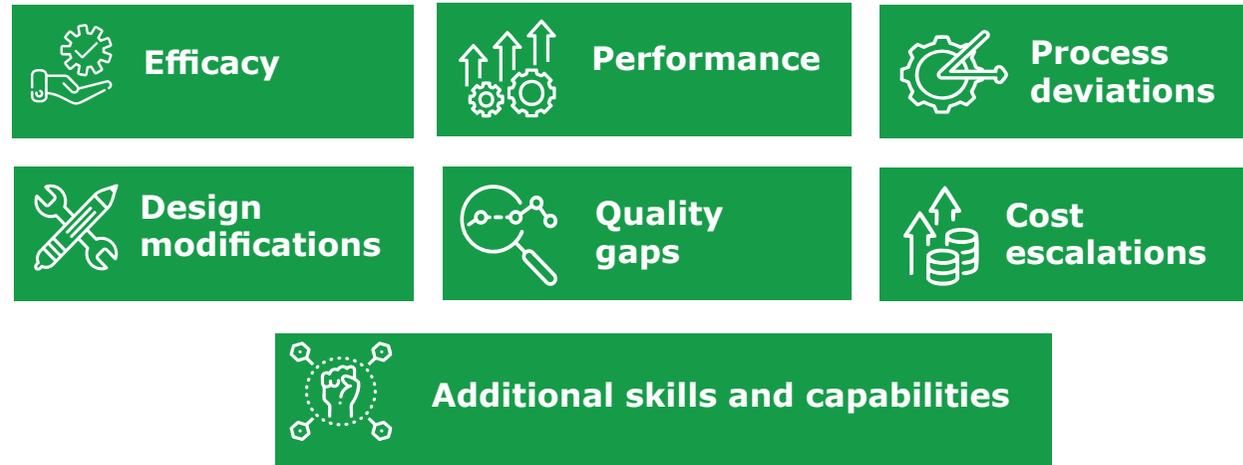
Our CSR initiatives in 2023-24 reflect our commitment to inclusive community development and ecological sustainability. From school renovations and women empowerment programmes to water body rejuvenation and tree plantations, we continue to create meaningful impact while aligning with the UN SDGs. Together, we are building stronger communities and a sustainable future.

## ESG Principles and Objectives

We have integrated ESG principles and objectives into our management’s core priorities and are directly linked to the company’s overall success. Our key result areas (KRAs) and key performance indicators (KPIs) are aligned with ESG principles, environmental management system (EMS) processes, and Sustainable Development Goals (SDGs). This alignment enables us to address our activities within a cohesive and comprehensive framework.

Ethics and integrity form the foundation of Ascend’s board, which proactively manages risk exposure and takes decisive actions when necessary. The management team continuously evaluates financial, environmental, governance, and climate-related risks, while senior leadership focuses on assessing, addressing, and mitigating these challenges. The board and its committees provide valuable insights, fostering a risk-aware culture that safeguards the company’s long-term sustainability.

To further strengthen this approach, periodic brainstorming sessions are held with experts to gather opinions and constructive feedback on key areas such as:



We have also entrusted independent business partners with executing specialised requirements and conducting assurance audits to ensure and maintain accountability and transparency. Through this collaborative effort, we aim to make a meaningful and enduring impact on both our business and the broader world.

## Social Responsibility (S)

Our corporate social responsibility (CSR) initiatives focus on uplifting society and fostering community well-being. Key programmes include Akshaya Patra, which addresses hunger and malnutrition by providing free meals to underprivileged students; Educating Rural Women on Menstrual Hygiene, aimed at empowering adolescent girls and women with knowledge and skills to uphold their sexual and reproductive health rights and lead lives of dignity; and Skilling the People with Special Status, a program dedicated to empowering individuals with disabilities through skill development and livelihood opportunities.



## Corporate Governance

At Ascend Telecom, strong corporate governance is the foundation of our sustainable growth and long-term value creation. Our governance framework is built on the principles of transparency, accountability, and ethical business practices, ensuring that our operations align with stakeholder interests and regulatory requirements.

We adhere to best-in-class governance standards, incorporating risk management, compliance, and ESG principles into our decision-making processes. Our Board of Directors provides strategic oversight, ensuring that our sustainability goals, including emissions reduction, biodiversity conservation, and community development, are integrated into our corporate strategy.

In FY 2023-24, we reinforced our commitment to governance by:

- Strengthening our ESG governance framework, aligning with global sustainability benchmarks such as TCFD, and SDGs.
- Advancing our second-party ESG assessment to ensure independent validation of our sustainability initiatives.
- Ensuring ethical supply chain management by integrating responsible sourcing and sustainable procurement practices.
- Enhancing our data security and compliance measures to protect stakeholder interests.

Our corporate governance structure enables us to uphold the highest standards of integrity while driving responsible business practices that contribute to a more sustainable and inclusive future.

## Through these efforts, Ascend Telecom exemplifies a holistic approach to ESG, creating lasting value for both the organisation and the wider community.



### Board Oversight

- **ESG Committee:** The ESG Committee, comprising board members and senior management, oversees the development and execution of Ascend Telecom’s ESG strategy. This committee meets regularly to track progress, align ESG goals with the company’s broader business objectives, and ensure compliance with global sustainability standards.
- **Executive Accountability:** The CEO and key executives are responsible for integrating ESG principles into corporate strategy and daily operations. This includes tracking progress against key ESG indicators, emissions reduction targets, and community development initiatives.



### ESG Strategy Alignment

- Ascend Telecom’s ESG programmes are fully aligned with the United Nations Sustainable Development Goals (SDGs), targeting critical areas such as climate change mitigation, rural livelihood enhancement, and biodiversity conservation. By integrating these SDGs into our operations, we ensure that our sustainability initiatives contribute to global efforts for a more equitable and sustainable future. Our focus on these areas not only drives positive environmental and social outcomes but also strengthens our commitment to global best practices in responsible business.
- Ascend Telecom is fully aligned with the Task Force on Climate-related Financial Disclosures (TCFD), ensuring transparent and comprehensive reporting on climate-related risks and opportunities. By adhering to TCFD guidelines, we provide stakeholders with clear insights into how climate factors impact our business and demonstrate our proactive approach to managing these risks while capitalising on emerging opportunities. This alignment underscores our commitment to sustainability and responsible governance in a rapidly changing global environment.



### Risk Management

- **Climate Risk Mitigation:** The framework incorporates strategies for mitigating climate-related risks, including energy-efficient practices, renewable energy adoption, and emission offsetting.
- **Biodiversity and Environmental Protection:** Programmes such as tree plantations, rainwater harvesting, and marine ecosystem preservation are key elements of Ascend’s environmental stewardship.



## Sustainability Reporting and Transparency

- Annual Sustainability Report: Ascend releases a comprehensive annual sustainability report, detailing key metrics such as scope 1 and scope 2 emissions, climate goal progress, tree plantation initiatives, and contributions to improving rural income.
- Second-Party Opinion: Ascend has obtained a second-party opinion from a globally recognised assessment organisation (ISS), further validating its ESG initiatives and the accuracy of its reporting.
- Third-Party ESG Assessment: To maintain impartiality, Ascend undergoes third-party ESG assessments, with results shared transparently with stakeholders.



## Stakeholder Engagement

- Inclusive Approach: Ascend engages multiple stakeholders, including local communities, employees, and investors, ensuring its ESG efforts reflect societal needs. The company's CSR programmes focus on education, healthcare, and the empowerment of rural women.
- Transparent Communication: Regular updates and open dialogues with stakeholders ensure that Ascend's ESG practices are inclusive, future-focused, and aligned with stakeholder interests.



## Regulatory Compliance and Ethical Practices

- Regulatory Adherence: Ascend ensures full compliance with environmental, labor, and governance regulations at both local and global levels.
- Ethical Governance: Strong ethical governance, including anti-corruption measures and robust internal controls, helps the company maintain integrity across all operations.



## Environmental Stewardship

At Ascend, our commitment to the environment is a core value. We take pride in our ongoing efforts to build a sustainable telecom ecosystem. By prioritising energy efficiency, leveraging renewable resources, and embracing responsible environmental practices, we are able to successfully minimise our environmental footprint. Through close collaboration with stakeholders, we drive sustainability initiatives that align with international standards. Our vision is a green future where technological advancement and environmental responsibility are intertwined to shape a better world for everyone.

## Our Progress

In our unwavering pursuit of sustainability, our environmental initiatives reflect a deep commitment to preserving and enhancing the natural world. Throughout the fiscal year 2023-24, we have undertaken comprehensive actions aimed at mitigating climate change, protecting biodiversity, and promoting ecological balance. Our strategies are diverse and far-reaching, encompassing tree plantation, rural income enhancement, wild habitat conservation, marine development, water body rejuvenation, and animal welfare.



**79.5%**  
**Green Sites**  
 (Site with either RE [Renewable Energy], Non-DG, NC [Natural Cooling Unit])



**1 Lakh**  
**Tree Plantation**  
 (2 Lakh Trees since FY23)



**0.984**  
**Scope 1 TCO<sub>2e</sub> per KW load/ Year**  
 (15% reduction over FY23 operation)



**13.66%**  
**Scope 1 Emission in total Emission**  
 (2.4% reduction in gross scope-1 emission FY23)



**30.79**  
**Avg. Diesel consumption / KW/ Month**  
 (Apprx 14% reduction over FY23)



**10.13%**  
**of sites with High efficiency Battery (LIB)**  
 (7.22% increase since FY23)



**32.7%**  
**Non-DG Sites**  
 (5.08% increase since FY23)

## Sustainability Performance Highlights

### Renewable Energy Generation

- 2,480 MWh of renewable energy generated, demonstrating a commitment to cleaner energy sources

### Greenhouse Gas Emissions and Energy Consumption

- Scope 1 emissions: 32,780.44 tCO<sub>2e</sub>
- Scope 2 emissions: 207,124.63 tCO<sub>2e</sub>
- Emissions intensity (Scope 1 + 2) reduced by 13.66%, highlighting significant progress toward sustainability
- 2,184 tCO<sub>2e</sub> emissions avoided through the use of renewable energy
- Total energy consumption: 317,567.64 MWh

### Waste Management

- 100% of waste recycled, reflecting a zero-waste commitment
- Responsible disposal\* of 936.15 MT of hazardous waste and 1,027.29 MT of non-hazardous waste
- 2480 MWh Renewable energy generated
- 207124.63 tCO<sub>2e</sub> Scope 2 emissions
- Apprx. 1963 MT of waste generated [incl. Hazardous & Non-Hazardous]
- 936.15 MT of Hazardous & 1027.29 MT Land filling pollution is avoided either by reuse and/or recycling through authorized disposal methods

\* Responsible disposal refers to discarding materials in a way that minimizes harm to the environment and public health, often involving recycling, composting, or specialized waste management techniques instead of simply throwing items away

## Renewable Energy Generation

13 CLIMATE ACTION



7 AFFORDABLE AND CLEAN ENERGY



Ascend Telecom has implemented energy reduction technologies to minimise carbon emissions in its operational processes. Additionally, the company has transitioned to using renewable or low-carbon energy sources, significantly reducing greenhouse gas emissions from its operations.

In FY2024, we achieved a significant milestone by generating 2,480 MWh of electricity from renewable energy sources. For this reporting period, we are focusing on Scope 1 and Scope 2 emissions. Our Scope 1 & 2 emissions showing significant reduction over previous year with 19% reduction in Scope 1 and 2% reduction in Scope2 per every KW load of operation.

## Green House Gas Emissions and Energy Consumption

13 CLIMATE ACTION



7 AFFORDABLE AND CLEAN ENERGY



Reducing greenhouse gas (GHG) emissions unlocks a multitude of benefits, from mitigating the impacts of climate change to improving public health, strengthening economic resilience, and safeguarding global biodiversity.

Ascend Telecom remains unwavering in its pursuit of Net Zero targets, with ambitious milestones set for Scope 1 and 2 emissions: achieving these by 2027 in the short term, medium term will be 2040, and 2050 in the long term.

In 2024, Ascend surpassed its greenhouse gas reduction goals, driven by innovative strategies such as optimising energy efficiency across operations and championing the development of green infrastructure. Demonstrating its dedication to sustainability, Ascend recorded a total energy consumption of 317,567.64 MWh in 2024, underscoring its effective energy management and operational efficiency efforts.

## Waste Management



In FY23-24, 936.15 MT of hazardous waste and 1,027.299 MT of non-hazardous waste generated from field operations were disposed of through vendors authorised by the State Pollution Control Board. Ascend has not identified any noncompliance with environmental laws or regulations. We adhere to a Refurbish, Reuse, and Recycle approach to waste management, aiming to minimise landfill waste.



## Project Highlights: Saihara: A Clean and Green Village Panchayat Project

Ascend aims to transform Saihara into a clean, sustainable hub by addressing the environmental and social impacts of single-use plastics through capacity development and awareness programmes. Key initiatives included establishing a waste bank to facilitate plastic recycling, promoting the 3R's approach to waste management, and encouraging the use of recycled products within the community. Tree plantation drives, conducted in collaboration with households, further enhanced the village's environmental landscape. These efforts, combined with strong community engagement and education, position Saihara as a model for environmental stewardship and sustainable living.

Some of the significant achievements of this project include:

Beneficiaries	Male	Female	Total	Achieved
Capacity Building	500	500	1000	800
Youth Training	50	50	100	75
Microenterprise Support	15	15	30	18
Waste Bank Installation	-	-	20	18
Plantation	-	-	1000	700
Recycling Activities	200	200	400	320
<b>Total</b>			<b>2550</b>	<b>1931</b>



## Water Management

6 CLEAN WATER AND SANITATION



8 DECENT WORK AND ECONOMIC GROWTH



Through innovative water-saving measures like advanced sensors and specialised taps, Ascend Telecom is redefining how we use this vital resource. In FY23-24, our efforts ensured efficient consumption of 45.82 lakh liters of water—37.30 lakh liters at circle offices and 8.52 lakh liters at the corporate office. Every drop was responsibly managed, with all wastewaters safely discharged into local municipal drainage systems, reflecting our commitment to sustainability and environmental stewardship.



## Project Highlights: Water Resource Management Project

Ascend Telecom is committed to addressing water scarcity in vulnerable regions of India by rejuvenating water bodies, increasing storage capacity, and implementing sustainable water management practices. The company has led the restoration of 15 lakes and ponds in Punjab and Karnataka, significantly enhancing water storage by 3 million liters, directly benefiting over 25,000 residents. In addition, Ascend introduced rainwater harvesting systems in 10 villages, improving groundwater levels and reducing water stress. Collaborating with the Sanjeevani Foundation, Ascend is working on the restoration of 5 ponds in Uttar Pradesh, expected to help 7,000 households by improving water access and enabling income-generating activities such as herbal nurseries, fishing, and duck rearing, while also promoting community awareness on sustainable practices.

Before



After



## Biodiversity Management



Climate action is at the heart of our strategy, driving us to prioritise clean technologies across our operations and solutions to minimise environmental impact. In collaboration with the Sankalp Taru Foundation, we launched the Rural Livelihood Support Plantation Programme, working alongside farmers in nine states. Through agroforestry, we are planting fruit trees that not only combat pollution and rejuvenate the land but also foster socio-economic growth, creating a lasting positive impact on both the environment and local communities.

## Project Highlights: The Rural Livelihood Support Plantation Programme

Through a strategic focus on clean technology and sustainable practices, we have embedded climate action into our operations. In partnership with the Sankalp Taru Foundation, we launched the Rural Livelihood Support Plantation Programme across nine states, engaging farmers in agroforestry by planting over 200,000 trees, including fruit-bearing varieties. This initiative aims to reduce pollution, rejuvenate the land, and stimulate socio-economic growth, while enhancing climate resilience and preserving biodiversity.

Our efforts have significantly reduced carbon emissions and bolstered rural economies by providing income-generating opportunities through fruit-bearing tree cultivation. This has contributed to carbon sequestration, environmental conservation, and sustainable livelihoods. Looking ahead, we plan to expand our initiative by planting an additional 500,000 trees, focusing on indigenous and fruit-bearing species, to further mitigate climate change, enhance biodiversity, and strengthen community resilience.

## Environmental and Social Impact



**50,000 tons** of Carbon Dioxide to be sequestered in a lifespan



**95,833 tons** of oxygen to be produced in a lifespan



**1,200 tons** of fruits to be produced per season



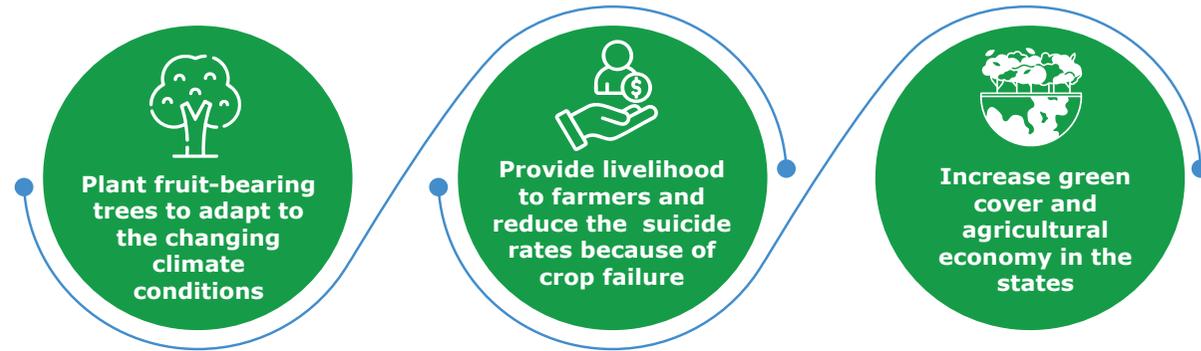
**INR 6L to 7L** income per season for each farmer

\* The life span of a fruit-bearing tree is considered to be 20 years



**Project:  
The Rural Livelihood Support  
Plantation Programme**

**Three-Pronged Benefits**

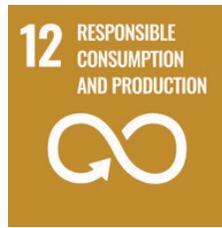
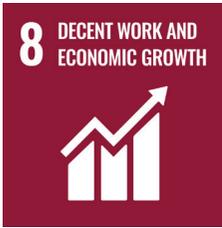


The multifaceted advantages of planting fruit-bearing trees, focusing on the environmental, social, and economic impacts, which collectively contribute to sustainable development.

- **Environmental Adaptation:** Fruit-bearing trees play a vital role in enhancing resilience to climate change. Their presence helps communities adapt to shifting weather patterns and environmental challenges by providing shade, improving soil quality, and supporting biodiversity.
- **Social Impact:** Planting fruit-bearing trees directly benefits farmers by offering a stable source of income, reducing financial uncertainty. These initiatives help mitigate the mental health risks associated with crop failures, such as stress and the risk of suicides, ultimately promoting social stability and well-being.

- **Economic and Ecological Growth:** Expanding green cover through fruit-bearing trees contributes to both ecological sustainability and economic growth. This programme supports the agricultural economy by diversifying income sources for farmers, while also enhancing environmental sustainability by preserving natural resources and promoting biodiversity.

The interconnected nature of these benefits highlights a holistic approach that addresses environmental, social, and economic challenges in a unified manner. The survival rate of the trees planted ranges between 93% and 95%, with replantation ensured wherever mortality occurs on the ground.



### Animal Welfare Project

India has one of the highest rates of relinquishment of homeless cats and dogs compared to countries like China, the USA, and Germany. Stray animals are highly vulnerable to attacks from other animals and cruel individuals, as well as contracting, spreading, and suffering from contagious diseases, often leading to death. Each year, only around 10% of the large homeless animal population is ever admitted to an animal shelter, where hopefully they can find safety and comfort, receive treatment for minor medical conditions, and be assessed for adoption into a new home. There are several cases wherein Bull, calves and aged cows met with an accident because they are homeless. Ascend partnered with Save Animals India to help with this problem. This partnership aimed at rescuing injured and abandoned stray animals, providing shelter and food to stray animals, rescue cows and calves from slaughterhouses, effectively manage the shelter with over 180 animals and provide medical care and veterinary services for the animals in the shelter when required.





## **Social Responsibility**

Our commitment to social governance continues to be a fundamental pillar of our sustainability strategy, making positive changes across both our operations and the communities we serve. Our approach is rooted in ethical leadership, transparent decision-making, and a strong focus on the well-being of our employees, stakeholders, and society at large.

### Our Progress

In 2024, our steadfast commitment to social governance continued to be a cornerstone of our sustainability strategy, fostering meaningful change across our operations and within the communities we serve. Our approach to social governance is rooted in ethical leadership, transparent decision-making, and a deep focus on employee well-being, stakeholder engagement, and societal impact.



**20**  
Average Employee Training Hours Completed



**6.90%**  
DEI Ratio -in On-roll manpower (Moved-up from 4.49% in FY23)



**47527**  
Lives Benefited through CSR (Direct & In-direct beneficiaries)



**0.49**  
LTIR [Lost Time Injury Ratio per every 2 Lakh working hours]

### Key Social Performance Indicators



**47527**  
Community members benefited through our charitable direct and in-direct beneficiaries



**₹29.3m**  
Charitable commitments



**0.49**  
LTIR per 2 lakh working man hours



**0**  
Injuries reported

In FY24, we achieved strong operating performance, supported by strategic and realistic policies and programmes for employees, suppliers, and community engagement. We acknowledge the importance of social performance and have diligently monitored key social performance indicators.

### Employee Development Initiatives

Ascend believes that employees are the key stakeholders to ensure sustainable business performance and stability. We have the following initiatives as part of our employee development system:



#### OPEN DOOR ATMOSPHERE

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

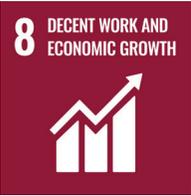
Create an atmosphere of dignity, equity and inclusion



#### EQUAL OPPORTUNITY

No discrimination based on age, race, colour, religion, national origin, sex, physical and mental disability

## Employee Welfare & Development



At the heart of our success are our employees, whom we consider our greatest asset. In 2024, we implemented a range of welfare programmes designed to enhance the quality of life for our workforce. Key initiatives include:

- **Training and Development:** Our commitment to employee growth continued with targeted training programmes aimed at equipping our team with the skills necessary to thrive in an evolving business landscape, promoting both personal and professional development



## Diversity & Inclusion



We are dedicated to fostering a diverse and inclusive workplace where every individual is valued and respected. Our diversity and inclusion initiatives have been expanded to promote equal opportunities across all levels of the organisation. We have also taken proactive steps to support specially abled individuals, ensuring their full participation in our workforce and community programmes.

Our Diversity, Equity, and Inclusion (DEI) performance for the reporting year ending March 24 reflects our progress: 5.75% representation for women and 1.15% for People With Disability (PWD) from permanent employees. We continue to strive for a more inclusive and diverse workforce.



General safety



Excavation safety



Other construction & Operations related work safety



## Employee Benefits

At Ascend, our employees are our most valuable assets, and their well-being is a top priority. We are committed to ensuring their physical, emotional, and mental health by fostering a supportive environment that enhances employee welfare, safety, engagement, and productivity. We also promote a healthy work- life balance by offering a comprehensive range of benefits, including:

- Life insurance
- Healthcare
- Disability and invalidity coverage
- Retirement provisions
- Stock ownership
- GMC (Group Medical Insurance) policy
- GPA (Group Personal Accident) policy
- Privilege leave encashment
- Compliance with PF and ESIC regulations
- Variable GPA insurance coverage



**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

### • Parental Leave:

As per the Maternity Benefit Act, women employees not covered under the ESI Act are entitled to up to 26 weeks of maternity leave. This leave can be extended for up to 30 additional days in case of illness related to pregnancy. The extended leave will be treated as Privilege Leave (PL) if available or otherwise as unpaid leave.

### • Paternity Leave:

Paternity leave of three days is granted for up to two children, with a copy of a medical certificate from a registered practitioner and the child's birth certificate. This leave can be availed within one month of childbirth.



## Employee Volunteering

Our employees are deeply passionate about volunteering, and we fully support their dedication to making a positive impact in our communities. Through our volunteer programmes, they have the freedom to champion causes that resonate with them, whether it's contributing to a local non-profit, supporting their child's school, or collaborating with our partner organisations.

### • Life Skill Education Programme

In FY24, our employees devoted 1,741 hours to providing counseling and training sessions for children, focusing on decision-making and behavioral skills. These initiatives were conducted in primary and secondary government schools, helping to instill essential life skills in the younger generation.

Our social governance extends beyond our internal operations to encompass the communities in which we operate. In alignment with the UN Sustainable Development Goals, our initiatives have focused on:

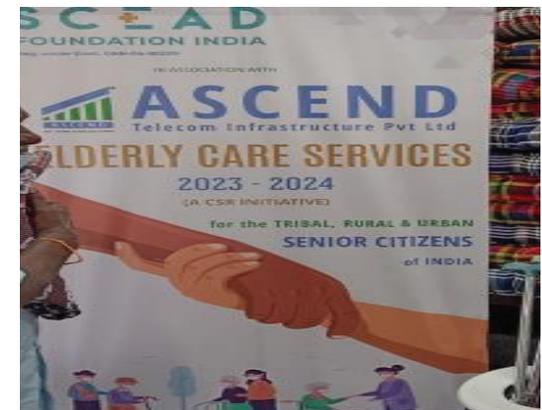
### Healthcare and Hygiene:



Since its inception in 1998, SCEAD Foundation India has remained steadfast in its commitment to uplift and support marginalised communities. Fast forward to 2023, a groundbreaking collaboration between SCEAD and ASCEND Telecom has been initiated to revolutionise elderly medical care, particularly in tribal and rural regions of South India starting in November 2023. Sponsored by ASCEND Telecom, this project is focused on empowering elderly individuals in tribal communities like Bandipur, Karnataka, the Wayanad tribal community in Kerala, and rural and urban areas of Karnataka. SCEAD Foundation provides mobility aids to all older adults, ensuring they possess the necessary resources for healthy and fulfilling lives. Additionally, groceries are provided monthly to tribal, rural, and urban elders, further bolstering the support extended to the elderly individuals under its care.

In tribal regions, SCEAD Foundation adopts a comprehensive approach by addressing fundamental sanitation needs. The foundation is actively engaged in installing toilets, with a target to construct 100 toilets for older adults in tribal communities. This initiative is designed to elevate their quality of life, ensuring dignity and comfort in their daily lives. A distinctive feature of this project involves creating employment opportunities for individuals aged above 65. Residents are involved in producing various items such as bamboo toothbrushes, wooden combs, keychains, baskets, and trays, which are then purchased by local businesses, fostering a cycle of economic empowerment and community engagement.

Ascend has also partnered with Yadu trust for the initiative at Lal Pari Swasthya Seva Sadan (LPS). Their vision is "Healthcare for all". Driven by this, Ascend is steering towards a secure and healthy future, fostering growth and well – being for all. As part of this initiative, more than 500 people benefitted from the free health camps, 10+ medical emergencies were handled, 300 people visited for affordable medicines and 100+ people received medical care.



## Community Engagement and Empowerment

Our social governance extends beyond our internal operations to encompass the communities in which we operate. In alignment with the UN Sustainable Development Goals, our initiatives have focused on:

### Healthcare and Hygiene:



Ascend also undertook a project to improve the menstrual health and hygiene of tribal and rural women in Tamil Nadu. The aim of the project is to provide a dignified, healthy and hygienic menstrual management practice ensured for and by all women and young girls. Ascend has created a conducive and protective environment for girls in 56 schools to regularise their attendance during menstrual periods. Ascend has also hosted capacity building initiatives for 346 Anganwadi workers on menstrual hygiene and provided Ultra-thin soft cotton anion with Herbal environment friendly 15328 Packs (with 10 pads each) menstrual pads/napkins through self-help group for young school going children between September 2023 and March 2024. We have created a safe space in villages for adolescent girls and women to be accommodated during their menstrual process every month. We have ensured adequate accessible toilet facilities in 56 schools for adolescent girls with and without disabilities who menstruate. We have collaborated and networked with NGOs and CBOs Govt Officials in the region of Karur. We have collaborated with the government to access resources. We have screened videos and awareness programs by mobility van in all 121 villages. This mobile van is the source of information and knowledge sharing. The van goes to each panchayat and creates awareness through audio-visual media with a larger screen outside the van which is displayed. A Professional Doctor comes with the mobile van to most valuable area and guides the school children and young girls in their problems.



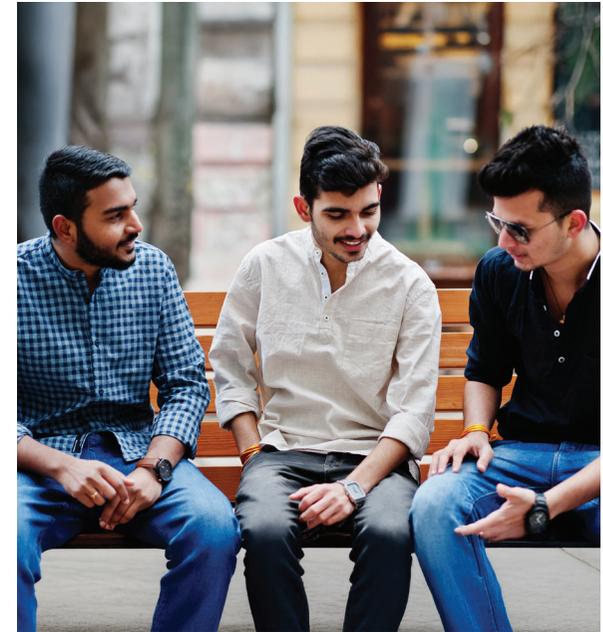
### Diversity, Equality and Inclusion



Ascend has also undertaken multiple projects for the economic and social development of women and differently abled person. Ascend has partnered with ISRA to achieve the same. A series of courses to upskill women including food stall management, mehendi art, stitching, driving workshop courses etc. were conducted to provide women with skills which can enhance their earning potential and socio-economic status. The driving courses alone have helped women earn 15k-18k showcasing the tangible benefits of this programme.

In addition to promoting digital literacy and mobile payment usage, efforts were made to raise awareness among local women about cyber security. Tailored workshops & awareness campaigns were organised to educate women on the importance of safeguarding their online presence & personal information. Topics covered included recognising & avoiding online scams, protecting passwords, and understanding privacy settings on social media platforms.

Efforts were also made to increase the digital literacy among these groups. Since India is fast moving towards a “digital country”, there is an urgent need for everyone to be aware of how to use these digital resources and how to navigate through potential scams.



## Corporate Social Responsibility (CSR)

At Ascend Telecom, our commitment to building an inclusive and sustainable future continues to drive our corporate social responsibility (CSR) efforts. In the 2023-24 fiscal year, we expanded our initiatives to not only combat climate change but also improve the wellbeing of rural and underserved communities across the country. Through a holistic approach, we have aligned our CSR programmes with the United Nations Sustainable Development Goals (SDGs), focusing on climate action, rural income improvement, women's empowerment, and community development.

One of the cornerstones of our CSR programmes has been improving the infrastructure and facilities in schools, ensuring that the next generation has access to better educational opportunities. We believe that quality education is critical for inclusive development, and our contributions to school infrastructure development are geared towards closing the education gap in underserved areas. Women's empowerment remains a key focus of our CSR strategy.

This year, we have empowered hundreds of women through income-generating initiatives, providing them with skills, resources, and opportunities to build sustainable livelihoods. In addition, our efforts in reconstructing water bodies and implementing rainwater harvesting solutions have not only contributed to climate resilience but also supported agricultural activities, which are critical to rural economies.

Caring for the elderly, particularly those deserted or with limited support, has also been a vital part of our community outreach. Our elderly care programmes aim to provide not just financial assistance, but also dignity and support for their physical and emotional wellbeing.

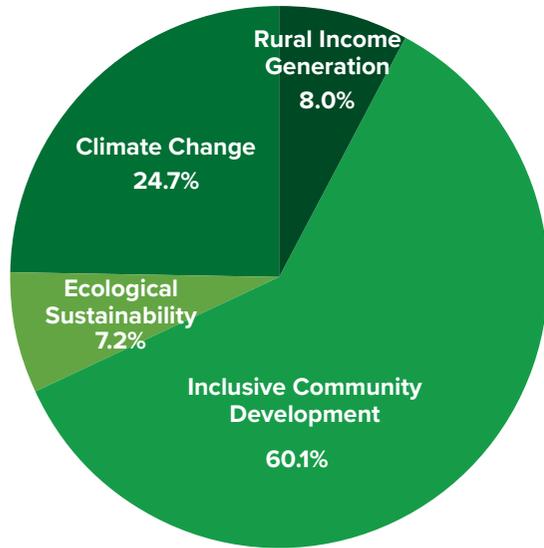
Through these diverse programmes, we have actively contributed to the inclusive development of society. Whether it is through tree plantations, water conservation, women's empowerment, or improving educational infrastructure, Ascend Telecom's CSR initiatives strive to uplift marginalised communities while protecting the environment.

As we look ahead, we are committed to scaling up our efforts and making a more profound impact on the lives of people and the planet. Our journey of inclusive community development will continue to prioritise long-term sustainability and align with the global SDGs, ensuring that we leave a positive and lasting legacy for future generations.



### CSR Category and Investments – FY 2024 with Our Projects

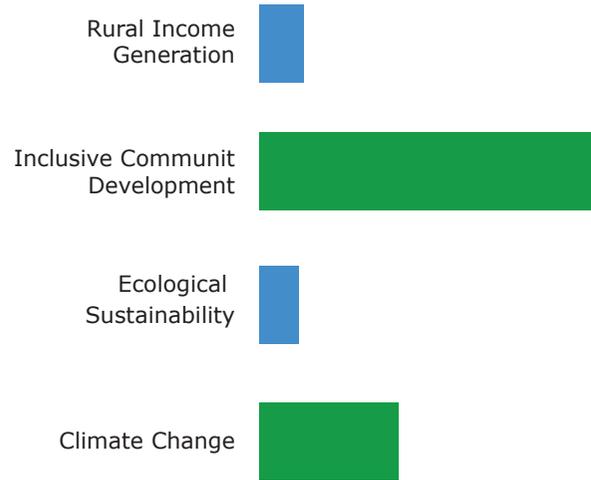
Proportional Distribution of CSR Expenses by Key Categories - FY24



Proportional distribution of total spending across Climate Change, Rural Income Generation, Inclusive Community Development, and Ecological Sustainability.



### CSR Expenses by Key Categories - FY24 (Total INR 82.30 million)

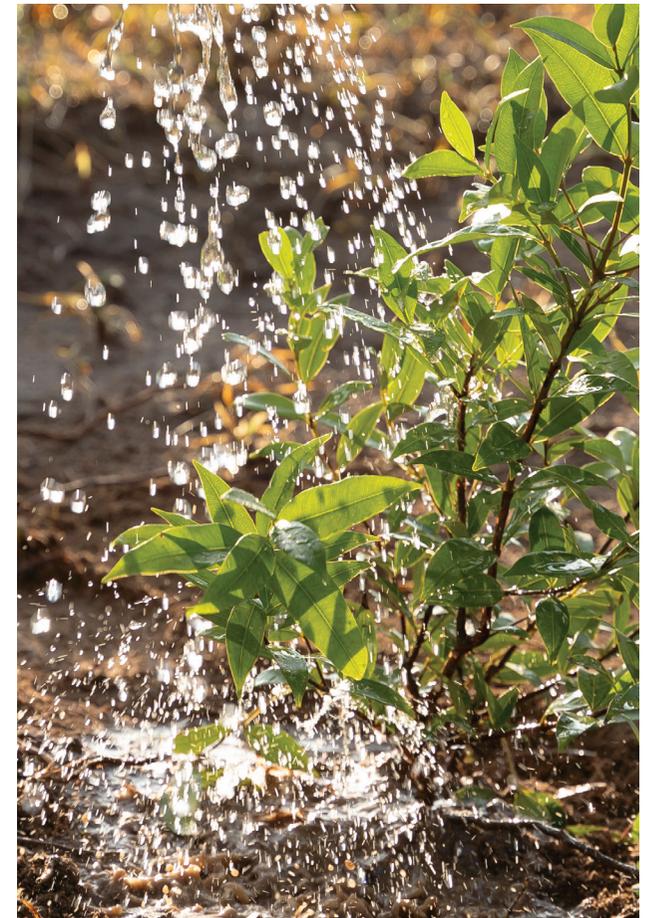


Spending in each category shows that Inclusive Community Development received the highest allocation, followed by Climate Change, Rural Income Generation, and Ecological Sustainability.



### CSR Partnerships and Investments – FY 2024

For the fiscal year 2023-24, Ascend Telecom reaffirmed its commitment to inclusive community development and environmental sustainability by investing a total of INR 82.30 million in various Corporate Social Responsibility (CSR) initiatives, including the following:



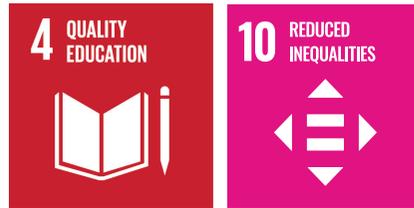
### Empowering Women and Promoting Health & Hygiene



Partnering with Psychological and Community Health Organisation Trust, Ascend Telecom has funded initiatives focusing on menstrual health and hygiene for tribal and rural women. This programme directly addresses SDG 3 (Good Health and Well-being) and SDG 5 (Gender Equality), empowering women with the knowledge and resources to maintain health and hygiene, which in turn improves their quality of life and participation in community activities.



### Educational Advancement for Underprivileged Children



Ascend Telecom, through its partnership with E&H Foundation and other educational NGOs, has invested in building and upgrading school infrastructure, improving access to quality education for children in rural areas. These projects align with SDG 4 (Quality Education), promoting inclusive and equitable learning environments that empower future generations with the skills they need to succeed.



### Elderly Care and Health Support



With the growing need for support among elderly populations, we have directed significant resources towards NGOs that provide healthcare, shelter, and emotional support to deserted, orphaned, and ill-health elderly people in Punjab and beyond. This initiative addresses SDG 3 (Good Health and Well-being) and SDG 10 (Reduced Inequalities) by ensuring that marginalised elderly individuals receive the care and dignity they deserve.

This substantial contribution, executed through strategic partnerships with key CSR partners, underscores our dedication to making a lasting impact on underserved communities and ecosystems. These programmes, spread across tree plantations, women empowerment, rural income enhancement, water body rejuvenation, elderly care, and school infrastructure development, reflect our alignment with the United Nations Sustainable Development Goals (SDGs).

### Investing in Inclusive Community Development



Our long-term commitment to inclusive community development will focus on improving healthcare, education, and infrastructure for underserved populations. We plan to further enhance school infrastructure in rural regions, ensuring access to quality education for more children. Additionally, our elderly care programmes will be expanded to provide comprehensive physical and emotional support to senior citizens in need, fostering stronger community bonds and intergenerational solidarity



### Strengthening Long-Term Sustainability and Community Impact

Ascend Telecom is committed to building a future where sustainability and inclusive growth are at the heart of our Corporate Social Responsibility (CSR) initiatives. As we move forward, our focus will be on scaling up impactful projects, enhancing the livelihoods of marginalised communities, and safeguarding the environment for future generations.

### Collaborating for Greater Impact

Strategic partnerships with NGOs, local communities, and government bodies will continue to play a vital role in amplifying the reach and effectiveness of our CSR programmes. By working together with key stakeholders, we will ensure that our initiatives are well-aligned with the needs of the communities and create sustainable, long-term impact. Our collaborations will also focus on adopting best practices and innovation in sustainability.



### Monitoring and Enhancing Programme Efficiency

To ensure the long-term success and sustainability of our CSR initiatives, we are committed to regular monitoring and impact assessment of all programmes. By leveraging technology and data-driven insights, we will enhance the efficiency and outcomes of our initiatives, ensuring that they continue to benefit society in meaningful and measurable ways.

### Aligning with Global Sustainability Goals

Ascend Telecom will continue to align its CSR efforts with the United Nations Sustainable Development Goals (SDGs), especially focusing on poverty alleviation, gender equality, climate action, and life on land. Our commitment to these goals ensures that we contribute to global efforts in addressing pressing social and environmental challenges while making a positive, lasting impact on the communities we serve.





## Corporate Governance

At Ascend, we continue to prioritise fairness and transparency in our corporate governance, ensuring that all stakeholders—customers, investors, vendor partners, and the community—are treated with integrity. We firmly believe that robust corporate governance is essential for sustaining investor trust and driving long-term success. Our governance framework integrates our organisational culture, policies, and stakeholder relationships, underscoring our steadfast commitment to ethical practices, accountability, and integrity in all aspects of our business management.

### Our Progress



**100%**  
Statutory Compliances



**93%**  
Customer Satisfaction Score  
\*\*\* Industry standard:: Typically, CSAT scores from 75 to 85 are considered good.



**100%**  
Business partners ESG Compliances

In 2024, our steadfast commitment to social governance remained a cornerstone of our sustainability strategy, driving impactful change across our operations and the communities we serve. Our approach to social governance is guided by ethical leadership, transparent decision-making, and a dedicated focus on employee well-being, stakeholder engagement, and societal impact.

- **100% Statutory Compliances:** Ascend has ensured full adherence to all statutory regulations, reflecting its commitment to legal and ethical standards.
- **100% Business Partners ESG Compliances:** The company has achieved complete compliance with Environmental, Social, and Governance (ESG) standards among its business partners, reinforcing sustainable and responsible practices across its value chain.

- **93% Customer Satisfaction Score:** Ascend maintains a high level of customer satisfaction, achieving a 93% score, showcasing its dedication to quality service and customer-centric approaches.

### Key Governance Performance Indicator

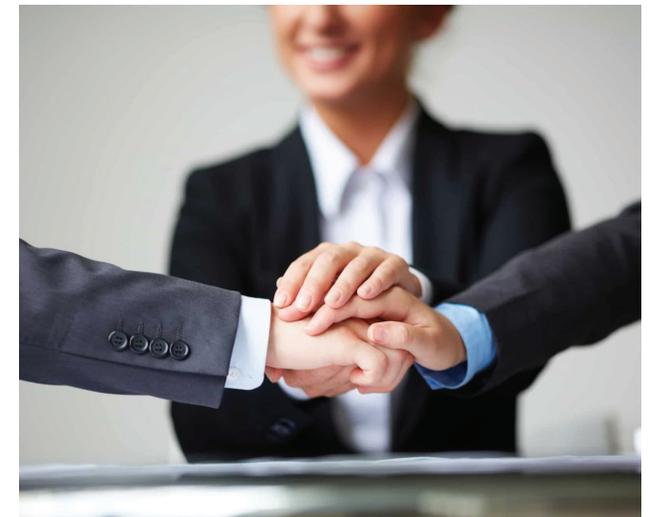
In FY24, we achieved strong operating performance, supported by strategic and realistic policies and programmes for employees, suppliers, and community engagement. We acknowledge the importance of social performance and have diligently monitored key social performance indicators.

1. **100% Employees Completed Training:** Ascend ensured that all employees completed their required training programmes, reflecting its commitment to workforce development and competency enhancement.
2. **100% Suppliers Follow Code of Conduct:** All suppliers strictly adhere to the company's Code of Conduct, ensuring ethical and responsible practices across the supply chain.
3. **100% Sites Have Cyber Security Framework:** Every site is equipped with a robust cybersecurity framework, demonstrating Ascend's dedication to safeguarding digital infrastructure and data integrity.
4. **100% Sites Have Emergency Response Plans:** All sites have implemented comprehensive emergency response plans, prioritising safety and preparedness for unforeseen incidents.

### Business Integrity



At Ascend, we prioritise integrity, transparency, and fostering an ethical working environment. We enforce a strict zero-tolerance policy against bribery and corruption, encouraging employees to report any violations promptly through multiple channels, including the ethics committee, human resources, legal departments, and management. Guided by a rigorous Code of Conduct aligned with international practices and standards, we uphold the highest principles of ethical behaviour in our daily operations.



## Human Rights

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Ascend Telecom is committed to upholding human rights. We respect the rights of our employees, communities, and all those impacted by our operations, adhering to international frameworks such as Social Accountability. Our approach encompasses due diligence, policy alignment, awareness promotion, stakeholder engagement, valuing diversity, prohibiting harmful practices, providing access to remedies, and encouraging our partners to adhere to our Sustainable Business Framework. Every Ascend employee is required to sign this policy to ensure its implementation across our operations.



## Customer is our Priority

At the core of our business is an unwavering focus on our customers. We have developed customer engagement programmes at three distinct levels, each designed to enhance productivity and drive long-term profitability. These initiatives underscore our commitment to delivering exceptional experiences and value to our esteemed clients.

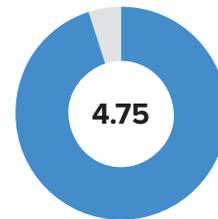
**Corporate Level:** Strategic engagements to foster high-level relationships and align with overall business goals.

**Zonal Level:** Implementing course corrections and realigning our business delivery structure to meet the evolving needs of our customers.

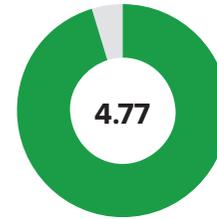
**Grassroots Level:** Managing the entire customer life cycle to ensure consistent and effective support across all functions.

Our annual customer satisfaction survey measures expectations, trust, and loyalty, consistently achieving a satisfaction score of 90% and above year over year.

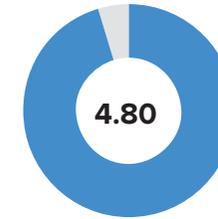
## Customer Satisfaction Score (out of 5)



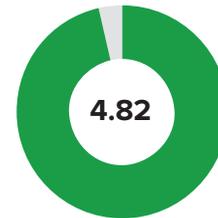
FY 19



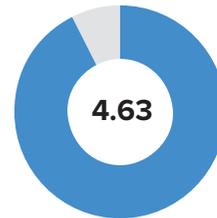
FY 20



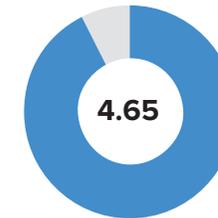
FY 21



FY 22



FY 23



FY 24

\*\*\* Industry standard: Typically, CSAT scores from 75% to 85% are considered good, but this is context dependent. We maintain above 90% YoY.

## Data Protection & Cybersecurity



Information security is a top priority for us. To maintain a robust and resilient cybersecurity framework, our Information Security Committee holds quarterly meetings to review strategies and address emerging threats. In addition, all employees undergo mandatory annual cybersecurity training, which equips them with essential knowledge and skills. This training empowers them to protect data privacy, recognise and report malware, ransomware, and other malicious software, and identify any attempts to compromise our information technology systems.



## Supply Chain

We place a strong emphasis on responsible sourcing and supplier practices. Our suppliers involved in construction and maintenance activities on our sites are subject to a rigorous assessment programme.

This programme guarantees adherence to critical standards, including fair wages, the prohibition of human trafficking, forced labor, and child labor, as well as policies against discrimination and harassment. We also ensure that all our collaborators uphold these principles, thereby fostering a sustainable and ethical ecosystem across our operations.



## Grievance Redressal Mechanism



We are committed to addressing grievances with the utmost seriousness, upholding principles of fairness, justice, and equity. Individuals who encounter situations that are unfair, unjust, or inequitable have the right to raise a grievance. Complaints can be submitted in writing to their manager, the grievance redressal committee, or the HR Head. Additionally, we conduct periodic connect programmes to foster continuous improvement and open communication. These programmes provide a dedicated platform to address the concerns of our employees, as well as those of our valued customers, vendors, and landlords.

Grievances at Ascend are categorised under the following areas:



Personal factors



Working conditions



Management policies

# Path Forward

As we continue our journey towards a more sustainable future, Ascend Telecom remains committed to advancing its environmental, social, and governance (ESG) priorities. Building on the significant progress made in reducing carbon emissions, enhancing rural livelihoods, and fostering community development, our focus for the year ahead is to deepen our impact across key areas. This includes further aligning with global frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), scaling up efforts in tree plantations, emission offsetting, and water conservation, while continuing to integrate sustainability into every aspect of our operations. Our vision for 2024 and beyond emphasises innovation, collaboration, and resilience as we address the evolving challenges of climate change and societal development, ensuring that our business growth is both inclusive and environmentally responsible.

## Ascend Priorities for FY 2025

The analysis centers on four three pivotal areas:

01

### ESG MANAGEMENT

- Strengthen and Update ESG Policies and Management Systems: Drive innovation in ESG frameworks to set new benchmarks aligned with evolving global standards.
- Assure ESG Data by Reputed Third Parties: Elevate trust and transparency through rigorous, independent ESG data verification.

02

### SOCIAL

- Diversity & Inclusion (D&I) Programme: Launch transformative initiatives with measurable targets to build a truly inclusive culture that drives equitable opportunities.
- Human Rights Protection: Reinforce systems to proactively address emerging human rights risks and maintain compliance with global human rights standards.

03

### ENVIRONMENT & CLIMATE ACTION

- GHG Emissions Reduction: Commit to bold emission reduction targets with cutting-edge technologies to reduce Scope 1 and 2 GHG emissions.
- Tree Plantation: Scale up reforestation projects to enhance biodiversity and carbon sequestration, aligning with net-zero ambitions.

04

### GOVERNANCE

- High Ethical Standards: Strengthen governance practices to reflect accountability, integrity, and leadership in every decision.
- Risk Management: Advance predictive risk models to mitigate uncertainties and ensure organisational resilience.
- Compliance: Set an example as an industry leader by adhering to and surpassing all applicable legal, regulatory, and global ESG compliance requirements.

Effective governance is at the core of our ESG strategy, with oversight provided by the Board of Directors, senior leadership accountability, and a dedicated ESG Committee. This structure ensures that ESG initiatives are integrated into our strategic objectives and monitored for performance. Third-party data assurance adds credibility, ensuring transparency and trust in our ESG metrics. Our adaptive ESG approach enables us to stay responsive to evolving market conditions, regulations, and stakeholder expectations, providing valuable insights that guide our decision-making process. This flexibility allows us to continually refine our ESG strategy to balance sustainable development with long-term growth.

## Conclusion

In FY 2025, our commitment to environmental, social, and governance (ESG) excellence will remain at the forefront of our corporate strategy. We have made significant strides in strengthening and updating our ESG policies and management systems, ensuring alignment with global standards. Our focus on robust data assurance through independent third-party verification enhances transparency and accountability, reinforcing stakeholder trust in our ESG performance.

On the social front, our Diversity & Inclusion (D&I) programmes have become more targeted, with clear action plans and measurable outcomes, while our commitment to protecting human rights continues to be a top priority. In terms of environmental and climate action, we remain steadfast in our goal to reduce Scope 1 and Scope 2 greenhouse gas emissions and expand our tree plantation initiatives to contribute to a healthier planet.

Governance has been the cornerstone of our ESG efforts, with strong oversight from the Board of Directors, senior leadership, and a dedicated ESG Committee. This effective governance structure ensures accountability at all levels of the organisation. Through thirdparty data assurance and our adaptive ESG approach, we continue to gain valuable insights that guide our decision-making, allowing us to proactively respond to emerging challenges and opportunities.

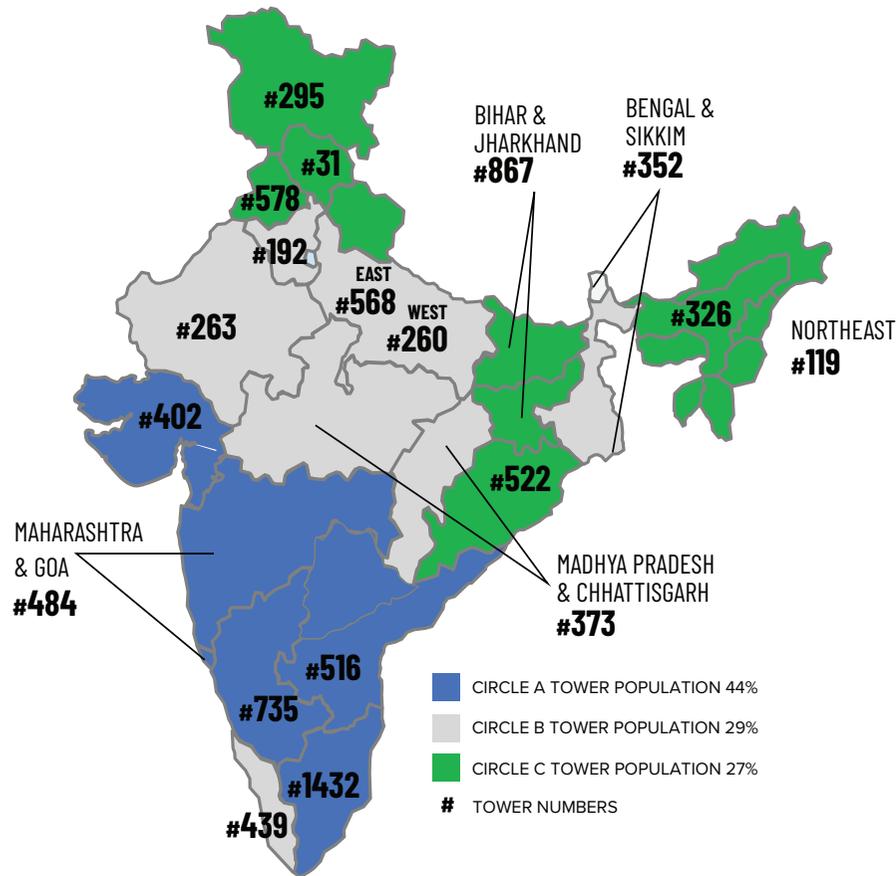
Looking ahead, our adaptive and innovative approach will enable us to achieve new milestones in our ESG journey. We are committed to building on our achievements and ensuring that our ESG initiatives create lasting value for our stakeholders and the communities we serve. Together, we will continue to drive sustainable growth while upholding the highest standards of environmental stewardship, social responsibility, and corporate governance.



# Annexure

- Our Footprint
- GRI Standards 2023-24
- TUV Report

## Our Footprint



Ascend towers are equipped with advanced battery banks, diesel generator cooling systems, and fiber access, enabling them to host wireline and FTTX (Fiber to the X) network nodes and hubs. Designed for efficiency, our infrastructure achieves an impressive 99.95% uptime while maintaining low energy costs. Furthermore, 99% of our towers are connected to the power grid, with 80% classified as green sites, reflecting our commitment to sustainability and operational excellence.

To streamline the licensing scheme's implementation, we have divided the country into 19 circles (excluding metros). These circles are categorised as A, B, and C based on revenue potential. This segmentation considers factors like existing and potential subscriber base growth. As a result, large and densely populated metropolitan cities are assigned their own Circle status, separate from the states they belong to. "A" circles cover the largest populations, while "C" circles represent areas with smaller populations.

Ascend Telecom referred to the GRI Standards while developing the FY 2023-24 Sustainability Report. 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 organisation	About the Report	5
102-3	Location of headquarters	About the Report	5
102-4	Location of operations	Tower Operations	10
102-6	Markets served	Tower Operations	10
102-8	Information on employees and other workers	Social	21
102-9	Supply chain	Supply Chain	47
102-13	Membership of associations	Industry Associations and Service Partners	16
102-14	Statement from senior decision-maker	Message from the CEO	6
102-15	Key impacts, risks, and opportunities	ESG Governance framework	17
	Section: Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	Business Integrity	45
	Section: Governance		
102-18	Governance structure	ESG Governance Framework	17
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Governance Framework	17
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Governance Framework	17
102-22	Composition of the highest governance body and its committees	ESG Governance Framework	17
102-23	Chair of the highest governance body	ESG Governance Framework	17
	Section: Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement	15
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	24
	Section: Reporting practice		
102-45	Entities included in the consolidated financial statements	About the Report	5
102-46	Defining report content and topic Boundaries	About the Report	5

Disclosure	Disclosure Title	Section Reference	Page no. reference
102-50	Reporting period	About the Report	5
102-51	Date of most recent report	About the Report	5
102-52	Reporting cycle	About the Report	5
102-54	Claims of reporting in accordance with the GRI Standards	About the Report	5
102-55	GRI content index	GRI Content Index	53
102-56	External assurance	TUVi Assurance Statement	56
	GRI 302: Energy		
302-1	Energy consumption within the organisation	Energy Management	26
	GRI 303: Water		
303-3	Water withdrawal	Water Management	29
	GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emis- sions	Biodiversity Program	30
305-2	Energy indirect (Scope 2) GHG emissions	Biodiversity Program	30
	GRI 306: Effluents and Waste		
306-4	Transport of hazardous waste	Waste Management	28
	GRI 307: Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Waste Management	28
	GRI 401: Employment		
401-1	New employee hires and employee turnover	Table 1: Select Health & Safety Indicators	19
401-2	Benefits provided to full- time employees that are not provided to temporary or part-time employees	Employee Benefits	38
401-3	Parental leave	Employee Benefits	36
	GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Employee Care	36
403-2	Hazard identification, risk assessment, and incident investigation	Employee Care	36
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Care	36
403-5	Worker training on occupational health and safety	Employee Care	36

Disclosure	Disclosure Title	Section Reference	Page no. reference
403-6	Promotion of worker health	Employee Care	34-36
403-9	Work-related injuries	Employee Care	34-36
403-10	Work-related ill health	Employee Care	34-36
	GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Employee Development	34
	GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement	38-39

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## Independent Assurance Statement

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

Ascend Telecom Infrastructure Private Limited (hereafter 'Ascend') commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of non-financial information disclosed in ESG KPI (Key Performance Indicators of Ascend (hereinafter 'the ESG data') based on the principles of the Global Reporting Initiative (GRI) standards. The reporting period runs from April 1, 2023, to March 31, 2024. This engagement comprised "limited assurance" of Ascend's sustainability information following the ISAE 3000 (Revised) standard applied for assurance of the Report.

### Management's Responsibility

Ascend has monitored the ESG data and is responsible for identifying materiality, and related sustainability issues, establishing, reporting performance management, data management, and quality. The management of Ascend is responsible for the information provided in the ESG data and the process of collecting, analysing, and reporting the information presented in web-based and printed forms, including website maintenance and its integrity. The Ascend's management is responsible for accurately monitoring and reporting the ESG data following the applied criteria so that it is free of intended or unintended material misstatements. Ascend will be responsible for archiving and reproducing the disclosed data for the stakeholders upon request.

### Scope and Boundary

In particular, the assurance engagement included the following:

1. Verification of the application of the principles as mentioned in the Global Reporting Initiative (GRI) Standards, and the quality of information presented in the ESG data over the reporting period;
2. Review of the policies, initiatives, practices and performance described in the Report;
3. Review of the non-financial disclosures made in the Report against the requirements of the GRI Standards;
4. Verification of the reliability of the GRI Standards Disclosure on environmental and social topics by verifying sample data;
5. Specified information was selected based on the materiality determination and needs to be meaningful to the intended users.

TUVI has verified the below-mentioned disclosures as per GRI Standard 2021

Topic	Indicator	GRI Disclosure
Governance	Governance structure and composition	2-9
Water	Water withdrawal	303-3
Waste	Waste generated	306-3
	Waste diverted from disposal	306-4
Emissions	Direct (Scope 1) GHG emissions	305-1
	Energy indirect (Scope 2) GHG emissions	305-2
Energy	Energy consumption within the organization	302-1
Employment	Employee hires and turnover	401-1
	Parental leave	401-3
Occupational health and safety	Work related injuries	403-9
	Occupational health and safety management system	403-1
Training and education	Training hours	404-1
Communities	Operations with local community engagement, impact assessments, and development programs	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. However, the actual HSD consumption is monitored for DGs.

The electricity is monitored via dedicated meters and HSD consumption applicable to cell sites offices are directly monitored and the value is derived based on Reference Working Document for Energy Management FY24 and monthly consumption declaration.

Onsite Assessment was performed at Ascends Head Office and cell sites- 012039 (Kattanmalluru) and 017860 (Amurtha Value), Bangalore

1. Corporate Sustainability Team - Ascends Head Office, Ascend Telecom Infrastructure Private Limited, No.3 Sangeeta Towers Michael Palya, 80 Feet Road, Bangalore - 560038 (date: 12 to 16 May 2024, onsite)
2. Cell sites - 012039 (Kattanmalluru) and 017860 (Amurtha Value), Bangalore (date: 15 May 2024, onsite)

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

- I. Ascend Telecom Infrastructure Private Limited, No.3 Sangeeta Towers Michael Palya, 80 Feet Road, Bangalore - 560038
- II. All the towers (8570), warehouse (16) and offices (19)

### Limitations

TUVI did not perform any assurance procedures on the prospective information disclosed in the ESG data, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion from the prospective information. During the assurance process, TUVI did not come across any limitations to the agreed scope of the assurance engagement. TUVI is contracted by the Ascend and answerable to the Ascend's management only. TUVI verified the data on a sample basis; the responsibility for the authenticity of the data entirely lies with Ascend. TUVI expressly disclaims any liability or co-responsibility in the case of erroneous data reported or for any decision a person or entity would make based on this assurance statement.

### Our Responsibility

TUVI's responsibility in relation to this engagement is to perform assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or effectiveness of Ascend's strategy, management of ESG-related issues, or sufficiency of the ESG data against the principles of the GRI Standards, and ISAE 3000 (Revised) standard, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes non-financial quantitative and qualitative information (KPIs) disclosed by Ascend. The intended users of this assurance statement are the management of 'Ascend'. This assurance engagement is based on the assumption that the data and information provided to TUVI by Ascend are complete and true.

### Verification Methodology

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

1. TUVI examined and reviewed the documents, data, and other information made available by Ascend for all disclosed KPIs (non-financial disclosures).
2. TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of the Ascend, during the onsite verification.
3. Review the level of adherence to the principles of the GRI standards

### Opportunities for Improvement

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

1. The energy, GHG, water footprint, and waste intensities can be calculated by considering the Purchasing Power Parity (PPP) factor;
2. Ascend can monitor the spending on well-being measures as a % of total revenue of the company;
3. Ascend can monitor % of total purchases from MSMEs/ small producers within India;
4. Ascend can plan to report the Scope-3 emissions following the ISO 14064-1;
5. Ascend can collect the data pertaining to the end use of the non-hazardous material to arrive at the diversion ratio.

### 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.

**Disclosures:** TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements.

**Universal Standard:** Ascend followed GRI 1: Foundation 2021: Requirements and principles for using the GRI Standards; GRI 2: General Disclosures 2021: Disclosures about the reporting organisation. General Disclosures were followed when reporting information about an organisation's reporting practices, activities and workers, governance, strategy, policies, practices, and stakeholder engagement. GRI 3: Material Topics 2021: Disclosures and Guidance about the Organisation's Material Topics GRI3 was selected for the determination of material topics and the disclosure of the material topics.

**Topic Specific Standard:** 300 series (Environmental topics) and 400 series (Social topics); these Topic-specific Standards were used to report information on the organization's impacts related to environmental and social topics. TUVI is of the opinion that the reported material topics and Topic-specific Standards that Ascend used to prepare its ESG-related issues are appropriately identified and addressed.

**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. In the context of Assurance, the following contemporary principles have been observed:

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**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 behaviour. 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.

### Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing sustainability services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regards 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, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the Report, 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  
Product Head – Sustainability Assurance Service  
TUV India Private Limited



Date: 22/05/2024  
Place: Mumbai, India  
Project Reference No: 8122636718

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## Annexure

Disclosure	GRI reference	Documents assessed	Result
GRI 2-9 Governance	2-9	a) Ascend Governance Org chart b) Management Committee (Board), ESG Committee and CSR Committee	In line with GRI requirements All the policies and ESG practices are verified
GRI 302: Energy	302-1*	a) FY23-24 location wise electricity & Fuel usage working sheet. b) Corporate office Electricity Bills c) FY 23-24 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 is based on actual electricity bills whereas Diesel usage for DGs) is based on the "Reference Working Document for Energy Management FY24 and monthly consumption declaration." c. Ware Houses: Energy consumption (Grid Electricity usage & Diesel usage for DGs) is apportioned based on the area occupied in the ware house. <i>Note: There is a contractual agreement for compensating for electricity and diesel and the values are not monitored for Cell sites and Ware houses.</i> Results Total Energy consumption = 317,567.64 MWh, of which Grid Electricity usage is 91.09 %, Diesel Fuel usage is 8.82 % and LPG is 0.09 % 2. Contribution of Renewable energy = 1,649 MWh based on actual meters and preventive maintenance activities
GRI 303: Water and effluents	303-3	a) FY 23-24 corporate office water bills. b) FY 23-24 offices water consumption sheet. c) Guideline issued by World Health Organization - published on 28-jul-2010 and research paper issued by South Staff water for the title "Water used in business". This reference allowed to change the default 45 lit/person/day consumption to 50 lit/person/day and hence allowed as a conservative measure. d) ESG posters/pictures	1. Corporate Office: Water consumption is monitored based on the bills. 2. Circle offices and Ware Houses: Water consumption is estimated based on the apportioning basis by the reporting organization considering 50 litres water usage per person per day. Results Total water consumption is 45.82 Lakh Liters. Out of which 37.30 Lakh Liters for the reporting period for circle offices and 8.52 Lakh litres 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) FY 23-24 TCO <sub>2e</sub> Emission working sheet. b) Baseline Database for the Indian Power Sector User Guide Version 19.0. c) DEFRA EF-2023	Total Emissions = 239,964 MT of CO <sub>2</sub> . a. Scope-1 = 32,839.18 MT of CO <sub>2</sub> b. Scope-2 = 207,124.63 MT of CO <sub>2</sub> Scope 1 emission (calculated based diesel consumption for tower operation) - Avg. TCO <sub>2e</sub> /kW load is 0.984 Scope 1 Emission intensity is 13.66 % of total emission from Scope 1 & 2.
GRI 306: Waste	306-4	a) Battery scrap details records. b) Battery Bank Scrap Invoices c) High Efficiency Battery details - FY24	Hazardous Waste 911,060 MT of scrapped battery to authorized pollution control board vendors. Other hazardous wastes are reported in the sustainability report. Non-Hazardous Waste 1027,299 MT, breakup is provided under the sustainability report. Implemented installation of High Efficiency Battery Banks (Lithium-ion) and 10.13 % of total portfolio sites are with High efficiency Batteries.

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Disclosure	GRI reference	Documents assessed	Result
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 24 Hiring and Attrition Record b) 401 - 2 Employees GMC Policy c) 401 - 2 Parents GMC Policy d) 401 - 2 GPA POLICY (Group Personal Accident) e) 401- 3 Parental Leave record FY 23-24 f) Manpower Master - Exit March 24	New employee hires and turnover Total New Hires: 11 Nos Gender: 6 Male/Female 5 Total Resigned: 14 Nos Gender: 13 Male/ Female 1 Attrition rate - 8.12%(14/173)  Benefits provided to full-time employees Employee Benefits like Group Medclaim Policy for employee their parents as well as Group Personal Accident was assessed.  Parental leave Male 4 Female 0 Returned to office i.e., 100% Return to work  Organization has DEI ratio of 5.75 % for women & 1.15% for person with disability (PWD) of Permanent Employees as of exit of the reporting period.
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 23-24 403- 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 FY 23-24	Average Training: 19.71 hrs. Gender wise/ category wise updated in the report
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 FY 23-24 413 - 1 CSR Report submitted to Board Mail Evidence 413 - 1 ESG Ascend Tree Plantation Report FY 23-24 new plantation	Implementation of projects was assessed based on CSR Report during remote audit on screen.
GRI 417: Marketing and Labelling  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.

\* Refer the limitation statement on page 01

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