

Alignment with global benchmarks	Alignment with our sustainability policy	Current position
 Targets 5.1, 5.5, and 5B  Target 8.5, and 8.8 <ul style="list-style-type: none"> <li>▪ UNGC Principles 1 – 6</li> <li>▪ Women's Empowerment Principles</li> </ul>	Policy commitments B, F, M, N, O, P, Q, S, and U.	<ul style="list-style-type: none"> <li>▪ 39% of the workforce and 18% of the managerial workforce is female. The Group's DE&amp;I committee is spearheading policies and action plans towards this target.</li> <li>▪ Refer to the <b>Human Capital</b> report, <b>Sector Reviews</b> and <b>Segment Reviews</b> for more details.</li> </ul>
 Target 4.7  Target 8.4  Targets 12.2, 12.5, 12.6, 12.8, and 12.b  Targets 15.2 and 15.5 <ul style="list-style-type: none"> <li>▪ UNGC Principles 7, 8, and 9</li> </ul>	Policy commitments B, D, E, G, H, J, Q, T, and U.	<ul style="list-style-type: none"> <li>▪ 104 Management systems maintained for environmental impact control by more than 600 Spensonians across the Group.</li> <li>▪ 27% of the Group's energy consumption is from renewable sources.</li> <li>▪ Zero water bodies or sensitive ecosystems adversely impacted by our operations.</li> <li>▪ Refer to the Natural Capital and Manufactured Capital reports for more details.</li> </ul>
 Targets 8.4, 8.9, and 8.10  Targets 9.1 and 9.4 <ul style="list-style-type: none"> <li>▪ SDG 17 (not among the main 7 SDGs aligned with the Group)</li> </ul>	Policy commitments B, G, M, Q, S, and U	<ul style="list-style-type: none"> <li>▪ More than 50% of our business partnerships exceed a decade of engagement.</li> <li>▪ Aitken Spence marks 22 years of partnership with the UN Global Compact in 2024.</li> <li>▪ Refer to the Intellectual Capital and Social &amp; Relationship Capital reports for more details.</li> </ul>
<ul style="list-style-type: none"> <li>▪ UNGC Principle 10</li> <li>▪ SDG 16 (not among the main 7 SDGs aligned with the Group)</li> </ul>	Policy commitments A, B, F, G, H, L, M, P, Q, R, S, and U	<ul style="list-style-type: none"> <li>▪ Zero-tolerance approach towards bribery and corruption in all our transactions as well as sexual harassment, child labour and forced labour, with stringent measures to uphold human rights.</li> <li>▪ Refer to the Corporate Governance report for more details.</li> </ul>
 Target 4.3, 4.4, 4.6, and 4.7  Targets 5.1, 5.5, and 5B  Targets 6.3, and 6.4  Target 9.1  Targets 8.5, 8.6, 8.8, 8.9, and 8.10 <ul style="list-style-type: none"> <li>▪ UNGC Principles 1 – 6</li> <li>▪ Women's Empowerment Principles</li> </ul>	Policy commitments A, B, C, E, F, G, M, P, Q, and U	<ul style="list-style-type: none"> <li>▪ Rs. 202.5 Mn funds channelled directly towards our communities in development interventions.</li> <li>▪ Rs. 604 Mn funds directed towards our plantation communities through donors.</li> <li>▪ Refer to the Social &amp; Relationship Capital report for more details.</li> </ul>
 Target 8.4, 8.9, and 8.10  Target 9.1	Policy commitments E, G, H, J, K, L, M, N, O, P, Q, R, S, T, and U	<ul style="list-style-type: none"> <li>▪ 21 process improvements carried out in 2023/2024.</li> <li>▪ Rs. 964.6 Mn total investment to develop IT infrastructure.</li> <li>▪ Rs. 90 Mn invested in sustainability driven processes and action plans.</li> <li>▪ Refresher trainings and field visits to study real case studies in recovery efforts carried out for the Group's DRR/ BCM team.</li> <li>▪ Refer to the Intellectual Capital, Manufactured Capital and Financial Capital reports for more details.</li> </ul>