

Adani Solar Manufacturing Businesses (Mundra Solar Energy Limited, Mundra Solar PV Limited & Adani New Industries Limited {I&W, Cell and Module}) (hereafter referred to as the 'Adani Solar') considers robust career management as an important parameter of business performance and recognizes the critical role of employee development and growth in achieving its vision of 'Growth with Goodness' and leadership in high-efficiency solar solutions. We are committed to fostering a dynamic and supportive work environment that enables our employees to achieve their full potential and contribute significantly to the company.

As a leading solar manufacturing company, Adani Solar is committed to continuously improving the career development and growth opportunities for its employees. This policy provides the guidelines to continuously optimize employee potential to improve our organizational performance and sustainability.

The businesses under Adani Solar shall endeavour to:

- Comply with all applicable employment and career development related regulations, ensuring fairness and equality.
- Set objectives, targets, and processes to promote continuous learning, skill enhancement, and performance excellence through structured programs.
- Promote an inclusive work culture that values diversity, equity, and respect in all HR actions, including recruitment, compensation, promotions, and career growth.
- Encourage employee empowerment and innovation by providing resources for personal and professional development, particularly in solar PV manufacturing processes.
- Drive awareness campaigns for internal and external stakeholders to disseminate information about the importance of career management and continuous skill development.
- Assist employees in their career progression journey through robust talent management, internal mobility, and succession planning.

The content and robustness of implementation of this policy will be reviewed periodically and revised accordingly.

Authorized by:



Muralee Krishnan
Chief Executive Officer