Our approach to Environmental, Social and Governance (ESG)

At Airtel, ESG is deeply embedded into our ways of working, demonstrating our dedication to generate long-term value for all stakeholders. It serves as a core pillar that influences our strategy, operations and vision. We remain committed to delivering sustainable growth, anchored in environmental stewardship, social responsibility and strong governance.

Key focus areas

Our key focus areas serve as the foundation for our strategic priorities, guiding risk mitigation and enhancing our impact, to build a resilient, future-ready organization.

Environment

- Greening the Network
- Achieving Climate Resilience
- Resource Efficiency & Waste Management

Social

- Occupational Health & Safety
- Diversity & Inclusion
- Talent Development & Retention

Governance

- Stakeholder Engagement
- Sustainable Supply Chain Management
- Corporate Governance

Our Vision

Our vision is to be a globally renowned company recognised for environmental consciousness, social responsibility and governance excellence, driven by leading ESG practices and transparent reporting.

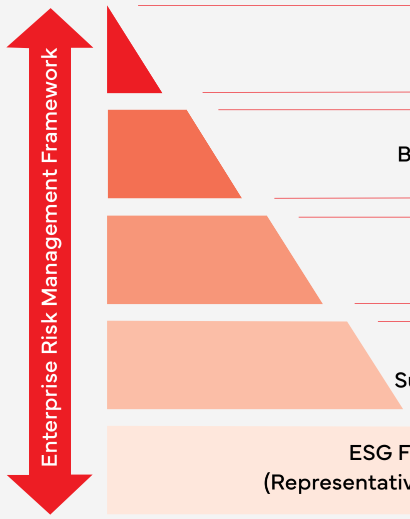
ESG Governance

Our vision is anchored in a robust and well defined ESG governance framework that aligns stakeholder interests with strategic decision-making. This framework ensures the seamless integration of ESG priorities across our operations. It also fosters accountability, transparency and continuous improvement in ESG performance across our organization.

Building on this strong governance foundation, we reinforce accountability by linking key non-financial parameters including ESG goals to the variable compensation of Senior Management including our MD & CEO. Further details can be referred in Management Discussion and Analysis (MD&A) section of this report.

ESG governance structure

The Board of Directors is at the apex of our ESG governance structure, providing oversight of ESG priorities, strategy and performance. The MD & CEO led ESG Council translates this oversight into strategic direction by defining goals, policies and key initiatives thereby ensuring enterprise-wide integration of ESG aspects. Execution is driven by the Corporate Sustainability Function and ESG Functional Champions, who implement actions and initiatives, monitor and report progress in line with national and global frameworks.



Board of Directors	Oversees the Company's priorities in environmental, social and governance (ESG), as well as the long-term strategy for sustainability, targets and performance
Board ESG Committee	Provides strategic guidance and decision-making on ESG and is responsible for review and approval of ESG strategy, goals and targets
ESG Council	Identifies key ESG initiatives and establishes procedures, systems, oversight mechanisms and standardised protocols to attain the outlined ESG objectives
Corporate Sustainability Function	Develops the ESG roadmap and monitors performance on initiatives as well as mapping and reporting of ESG progress in line with national and global frameworks
ESG Functional Champions (Representatives from all functions)	Implement sustainability action plan on ground and are responsible for the execution and monitoring of ESG initiatives associated with their function

Risk Management Committee
Reviews strategic risks and opportunities, including climate change

ESG approach

Our ESG approach is anchored by our vision to be a globally recognized, environmentally conscious, socially responsible and governance-led organization, reinforced by strong governance practices. We follow a structured, materiality-led approach aligned with relevant global frameworks including industry collaborations such as SBTi, UNGC, GSMA, GRI and the UN SDGs and have evolved from broad commitments to clear, time-bound and measurable targets. Accountability for the ESG agenda is embedded in leadership performance, including ESG engagement initiatives that extend sustainability across our value chain.

This approach enables us to deliver tangible outcomes and enhances organizational resilience underpinned by ISO-led systems (ISO 27001, ISO 22301, ISO 14001, ISO 45001 and ISO 9001). Our focus on disciplined execution, innovation and fostering a culture of sustainability through awareness, responsible practices and transparent disclosures to drive long-term value and impact, has received consistent external recognition.

We continue to sharpen our ESG agenda by maintaining and strengthening our performance amongst peers through participation in global ESG indices like CDP and S&P Global. We continue our active engagement with industry sustainability working groups and are honoured to have been recognised on global sustainability rankings.

United Nations Global Compact (UNGC)

We are a participant of the United Nations Global Compact and adhere to its principles-based approach to responsible business.

SBTi

We have distinguished ourselves as a premier Indian telecom enterprise to align with global business leaders in adherence to the 1.5°C trajectory set by the Science Based Targets initiative (SBTi).

UN Energy Compact

We have adopted the UN Energy Compact that aims to mitigate the impacts of climate change.

GSMA ESG Metrics

Our early adoption of the GSMA ESG Metrics framework has helped us to benchmark against global sectoral peers across the key metrics covering environment, digital inclusion, digital integrity and responsible procurement.

FTSE

FTSE Russell has independently assessed us against the FTSE4Good criteria and we have met the requirements to be included in the FTSE4Good Index Series, reflecting our strong ESG performance.

Our ESG Journey

Since 2013, we have been consistently disclosing our sustainability performance in the Business Responsibility Report and since 2018, we have been publishing Integrated Annual Report to provide a comprehensive view of our financial and non-financial performance. We have been disclosing our Business Responsibility & Sustainability Report (BRSR) since FY2021–22, with reasonable assurance practices for core criteria since FY2023-24 underscoring our commitment to transparent and credible sustainability disclosures. In addition, we actively engage with external rating indices to benchmark our performance and to further strengthen our sustainability practices through continuous improvement. We remain committed to transparent and responsible reporting practices.

2021

Became the first telecommunication company to have validated SBTi target(s) for Near-term

2022

- Developed a robust ESG governance structure for oversight of ESG topics and initiatives
- Published the first SEBI-BRSR
- Received ASSOCHAM's Responsible Organisation Excellence Award
- Recognised at the Global CSR Excellence & Leadership Awards
- Won the Developing Sustainable Strategies award at the World CSR Congress
- Won Golden Peacock Award for Excellence in Corporate Governance in the Telecommunication sector
- Became DJSI Sustainability Yearbook Membe

2023

- Won the prestigious Golden Peacock Award for Sustainability in the Telecommunication sector
- Received the MSCI A rating
- Honoured with the Dun & Bradstreet ESG Excellence Award
- Recognised at the ET Sustainable Organisation Awards 2022

2024

- Disclosed BRSR core indicators with reasonable assurance
- Recognised as Sustainability Yearbook Member based on S&P Global Corporate Sustainability Assessment (CSA) Score 2023
- Honoured with the 2023 Golden Peacock Award for Sustainability

2025

- Recognised with the prestigious Frost & Sullivan Institute 'Enlightened Growth Leadership Best Practices Recognition 2024' award
- Nxtra by Airtel became a RE100 member
- Honoured with the ET HR Award
- Awarded ISS Prime status for corporate ESG performance
- Received the CDP Supplier Engagement Assessment A- rating

2026

- Ranked among India's most sustainable companies by Business World, including among the top 40 companies and top 2 in telecom and connectivity sector
- Featured In GSMA's ESG Metrics for Mobile 2025 benchmarking study
- Listed as 'India's Leading ESG Entity' basis merit, in Dun & Bradstreet's report "ESG Horizons: Now and Next"
- Globally ranked 71 in the prestigious Corporate Knights Clean200 list

Strengthening Our Sustainability Ethos

We are committed to creating limitless impact by driving meaningful transformation through:

- **Fostering ESG culture**
- **Advancing responsible initiatives**
- **Enhancing ESG disclosures**

We undertook several ESG-focused initiatives during FY2025-26 to foster awareness and engagement among our workforces. These efforts sought to deepen the understanding of ESG principles, at the same time empowering employees to contribute meaningfully to our sustainability journey.

Environmental initiatives:

AI/ML Energy Saving

We have undertaken an AI/ML-driven initiative to optimize energy consumption across the RAN network by reducing excess capacity during low-traffic periods without impacting customer experience. The solution enables real-time monitoring and CO_2 tracking, delivering energy savings while supporting our sustainability goals.

Climate Proofing

We have undertaken climate-proofing measures to enhance network resilience, including elevating telecom infrastructure and equipment in flood-prone areas. We have also strengthened towers, repaired shelters, added heat-reducing canopies and improved drainage and access at our sites. Together, these efforts ensure asset protection, service continuity and climate resilience.

Nurturing Nature, Growing Together

On World Water Day, we reinforced our commitment to environmental stewardship through a coastal clean-up at Ashtalakshmi Beach, Chennai. The drive engaged 150 participants, including employees, partners and families, focused on reducing marine pollution, improving coastal health and promoting responsible waste management awareness.

We marked World Environment Day through plantation drives across our circles as part of ongoing sustainability and community engagement efforts. Across the various circles, plantation activities were carried out at government schools and our office premises, alongside the distribution of organic compost to promote eco-friendly practices and support for developing a Miyawaki forest to enhance dense green cover. With strong employee participation, these actions strengthened green cover and heightened environmental awareness across communities.

Social initiatives:

Gender Equality and Women's Empowerment

As a part of our commitment to social responsibility, we conducted a session on diversity, equality and women empowerment in collaboration with Women's Indian Chamber of Commerce and Industry (WICCI) and internal employee resource group. The session centered around workplace safety, inclusive leadership and the importance of creating an environment where women feel empowered to participate and lead.

EQUALS Gender Inclusivity Index

Bharti Airtel Foundation was featured in the GSMA's EQUALS Gender Inclusivity Index report, recognizing organised efforts to advance the culture of gender inclusivity across operations and reinforcing our commitment to community-wide progress.

Promoting Healthy discussions

Our Rajasthan circle hosted a health awareness initiative titled "Your Health Matters" aimed at fostering preventive healthcare and encouraging healthier lifestyles among employees.

The session led by medical experts, focused on key pillars of well-being, with special emphasis on heart health and nutrition, two areas of growing relevance in today's work environment and offered practical insights on lifestyle management, balanced nutrition and preventive care.

ESG Buzz

We have prioritized building organisation-wide ESG awareness, equipping employees to actively contribute to our sustainability journey through platforms such as the ESG iLearn channel, ESG Buzz and the Airtel Sustainability Ambassadors Program. In FY2025-26, employees completed over 1,100 hours of voluntary ESG training, in addition to mandatory programmes, reflecting deepening employee engagement across the organisation. This sustained focus is translating into measurable progress across our environmental, social and governance priorities.

ESG Specific Commitments, Goals and Targets along with NGRBC principles[1]

Topic	Target	Progress in FY 2025-26	Mapped NGRBC Principle
Climate Change and energy management	To reduce carbon emissions (Scope 1 and 2) by 50.2% by FY ending March 2031, using FY 2020-21 as baseline as per Science Based Targets initiative and GSMA pact	Reported 911,950 tCO_2e emissions (Scope 1 and 2)	P2 P6
	To reduce absolute Scope 3 GHG emissions by 42% by FY ending 2031, using FY 2020-21 as baseline, per SBTi.	Reported 6,656,560 tCO_2e emissions (Scope 3)	
	In line with target set by GSMA under Carbon Action Plan for telecom industry, achieve net zero carbon emissions by 2050	We are in the process of preparing the net zero targets for validation by SBTi	
Resource Efficiency	Ensuring e-waste is sold to authorised recyclers/refurbishers to ensure environmentally sound waste management	All E-waste is sold only to authorised recyclers, with an additional internal check of qualifications based on physical validation of recycling process of such partners.	P2 P6
	Sustaining ISO 14001 certification (for environment management system)	Successfully completed surveillance audit for ISO 14001	P6
Digital inclusion	Bharti Airtel Limited is committed to positively impact 150 million lives by CY 2025 by promoting digital inclusivity through extending high-speed 4G/5G data connectivity to data-starved regions and accelerating upgradation of feature phone users to smart phones, making device ownership affordable for low-income groups	We have enabled 4G/5G network connections and covered additional population of over 170 Mn by deploying over 77,500 rural sites across more than 173,000 villages between January 2021 to December 2025	P8
Diversity, inclusion, equity and belonging	Ensuring at least 22.5% women employees by FY 2025-26	20.4% women employees in workforce (Increase from 15.8% to 20.4% over the last three years)	P3 P5
Employee health and well-being	Sustaining ISO 45001 certification (for occupational health and safety management system)[3]	Successfully completed surveillance audit for ISO 45001	P3 P5
	By FY 2025-26, ensure 100% safety training for our employees[3]	100% achieved; Mandatory employee safety training sessions were conducted as part of annual trainings	
Community Stewardship[2]	To contribute more than 2% of the average net profit of the preceding three financial years, in CSR and social development activities each year	Contributed more than 2% of the average net profit of the preceding three financial years amounting to ₹ 1,781.19 Mn towards CSR and charitable activities. *(please refer Annual Report on CSR activities at page 254 for more details)*	P8
Enhancing Customer Experience & Satisfaction	To reduce B2C customer interactions by 20% by FY 2026-27, using FY 2022-23 as baseline	~ 15% reduction in B2C customer interactions	P9
	Maintain compliance with EMF radiation levels set by local regulations in line with ICNIRP Standards (International Commission on Non-Ionising Radiation Protection)[3]	For all the base stations audited by DoT, we were compliant with EMF radiation levels	P9
Data Protection and Cybersecurity	Maintain zero data breaches	Zero cases of data breaches	P8
Human Capital Development	To increase average training hours per employee by 15%	Achieved 43 average training hours per employee, against a target of 19 hours per employee	P3 P5
Sustainable Supply Chain Management	Implement an ESG engagement programme with 75% of our suppliers (based on expenditure value)[3]	Implemented ESG engagement programme with 80% suppliers (based on expenditure value)	P8 P2
Corporate Governance	Conduct materiality assessment through formal stakeholder engagement to prioritise ESG focus areas every three years	Revisited materiality assessment in FY 2025 to ensure continued applicability	P1 P4

[1] NGBRC stands for National Guidelines on Responsible Business Conduct principles. For more details, refer BRSR on page 203
[2] The coverage of targets is standalone Bharti Airtel Limited
[3] The coverage of targets is Bharti Airtel Limited and Bharti Hexacom Limited
For more details on our ESG journey and targets & progress, please refer 'Capitals' forming part of our Integrated Annual Report.