



ESG COMMITTEE CHARTER

To guide and to assist the Board of AL in fulfilling its oversight responsibilities reflected to ESG and also make recommendations as appropriate, on matters related to Company-wide sustainability initiatives, key focus areas and benchmarking of ESG practises.

- Oversee, review and assess whether the Company's strategy, policy and initiatives are in line with the macro developments in the ESG domain.
- Integrate the relevant initiatives on matters relating to Environmental, Health and Safety, Corporate Social Responsibility, Sustainability and such other public policy matters, activities, and proposals related to ESG with the other Board Committees.
- Review material ESG aspects for the Company and oversee the development and implementation of targets, standards and metrics established to assess and track the Company's ESG performance.
- Review and approve the Company's ESG public disclosures and oversee the Company's engagement with the stakeholders on ESG issues as also review stakeholder feedback from the ESG disclosures.
- Review monitoring processes for tracking the ESG performance.
- Monitor and review stakeholder perception of the Company around ESG topics (including ESG ratings by leading agencies)
- Review and ensure compliance to regulatory ESG disclosures as required and amended from time to time (such as BRSR).