July 20, 2026

To,
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (E)
Mumbai - 400 051
Trading Symbol: "SOLARINDS"
Through NEAPS

To,
BSE Limited
Floor no.25, PJ Towers
Dalal Street
Mumbai – 400 001
Scrip Code: 532725
Through BSE Listing Center

Sub: Business Responsibility and Sustainability Report for FY 2025-26.

Dear Sir/Madam,

We wish to inform you that, pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26 along with Independent Reasonable Assurance Report provided by M/s Moore Singhi Advisors LLP which also forms part of the Integrated Annual Report FY 2025-26, submitted to the Exchanges vide letter dated July 20, 2026.

The Business Responsibility and Sustainability Report is also available on the website of the Company at www.solargroup.com.

This is for your information and records.

Thanking you,

Yours Truly,

For Solar Industries India Limited

Khushboo Anish Pasari
Digitally signed by Khushboo Anish Pasari
Date: 2026.07.20 21:25:10 +05'30'

Khushboo Pasari
Company Secretary &
Compliance Officer

Solar Industries India Limited
Regd. Office : "Solar" House, 14,
Kachimet, Amravati Road,
Nagpur - 440023, Maharashtra, INDIA
CIN : L74999MH1995PLC085878
solar@solargroup.com
www.solargroup.com
+91 712 663 4567
+91 712 663 4578

Independent Assurance Report

To
The Board of Directors
Solar Industries India Limited
"Solar" House 14,
Kachimet, Amravati Road,
Nagpur – 440023

Subject: Independent Reasonable Assurance Report on BRSR Core KPIs/Metrics in the Business Responsibility and Sustainability Report (BRSR) of Solar Industries India Limited (hereafter referred to as "Solar" or "Company") for the Financial Year 2025-26.

1. Introduction and Scope

Moore Singhi Advisors LLP ("Moore Singhi" or "we" or "us") has been engaged by Solar Industries India Limited to provide independent reasonable assurance on Key Performance Indicators (KPIs) or Metrics under nine (9) ESG attributes (listed in Annexure 1) that form part of Business Responsibility and Sustainability Report ("BRSR Core").

The reporting criteria, chosen by the company, for this engagement comprise the following (collectively, the "Criteria", and the SEBI circulars referenced below, the "Circulars"):

- Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time.
- SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 on BRSR Core — Framework for assurance and ESG disclosures for value chain.
- SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 titled Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities, read with Chapter IV-B thereof (dealing with BRSR disclosures)
- Industry Standards on Reporting of BRSR Core issued vide SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.

  Our engagement has been conducted in accordance with the terms of the engagement letter dated November 12, 2025.

Our assurance on disclosures is for the period starting from April 1, 2025, to March 31, 2026. We have not performed any procedures on any other elements included in the BRSR report, and therefore do not express any opinion thereon.

2. Boundary

The reporting boundary for the BRSR disclosures includes Solar's operations of 17 manufacturing locations ("reporting boundary") at Chakdoh, Warur, Waidhan, Korba, Ramgarh, Jharsugada, Bhilwara, Pallewada, Bailadila, Barbil, Talcher, Asansol, Dhanbad, Manendragarh, Ramagundam, Kotputli, Bagadih, and 4 offices including Ramdaspeth, Tower 10, Bharat Nagar, and Corporate Office - Solar House. An on-site verification was conducted at the Company's key manufacturing facility at Chakdoh Ramdaspeth office, and Corporate Office - Solar House, Nagpur.

3. Management Responsibilities

The Company's management is responsible for the selection of the reporting criteria, reporting period, reporting boundary, preparation, and disclosure of BRSR information and the BRSR Core KPIs/Metrics under the nine attributes as per "Format of BRSR Core" of the aforesaid Circulars. This responsibility includes stakeholder engagement, designing, implementing and maintaining adequate internal controls, including relevant policies and procedures, maintaining adequate records, performing appropriate calculations, and making estimates that are reasonable in the circumstances, and ensuring that they are free from material misstatement, whether due to fraud or error. The management and Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circulars in relation to the BRSR. Moore Singhi was not involved in the preparation of the BRSR report, BRSR Core KPIs/Metrics and/or related backup data.

4. Our Responsibilities

Our responsibility is to provide reasonable assurance on the BRSR Core KPIs/Metrics based on the procedures we have performed and the evidence we have obtained from the Company. We do not accept or assume any responsibility for any other purpose or to any other person or organization. We have considered quantitative materiality and qualitative factors in (i) planning the scope of our work and evaluating the results of our work, and (ii) evaluating the effect of any identified misstatements in the BRSR Core. Accordingly, we do not accept or assume any liability or duty of care to any person other than the Board of Directors of the Company in connection with this report. This assurance engagement relies on the assumption that all data and information provided by Solar is accurate and complete.

We conducted this engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, and the International Standard on Assurance Engagements (ISAE) 3410: Assurance Engagements on Greenhouse Gas Statements, as well as the terms of our engagement as agreed with the Company in the engagement letter dated November 12, 2025.

Those standards require that we plan and perform our engagement to obtain reasonable assurance about whether, in all material respects, the KPIs/Metrics presented to us are prepared in accordance with the Criteria chosen by the Company as per the aforementioned Circulars.

A reasonable assurance engagement includes performing procedures to obtain sufficient and appropriate evidence assessing the risk of material misstatement of the KPIs/Metrics disclosed in BRSR Core. In this connection, our procedures included:

- Performing process walkthroughs at selected locations to understand controls relevant to data capture, validation, and reporting of KPIs.
- Understanding and assessing data collection, aggregation, and reporting processes across divisions.
- Evaluating whether the methodologies, assumptions, and calculation approaches adopted by the Company are consistent with the Criteria.
- Conducting interviews with management and operational personnel responsible for BRSR Core data.
- Performing sample-based testing of underlying data and supporting documents across all nine attributes.
- Performing recalculations of selected KPIs, including verification of arithmetic accuracy, consistency of formulas with the methodology adopted.
- Obtaining written management representations confirming completeness, accuracy, and consistency of the reported information.

Exclusions:

- An opinion on the overall design, implementation, or operating effectiveness of the Company's internal control framework or IT general controls, beyond procedures performed as part of this assurance engagement.
- The Company's statements that describe expressions of opinion, belief, aspiration, expectation, aim, or future intentions, including forward-looking statements.
- Independent verification of the economic and/or financial performance indicators, which are derived from the Company's audited financial statements.

5. Inherent Limitations

The reliability of assurance on non-financial information is subject to uncertainties inherent in the assurance process. The lack of a significant universal body of established practice for measuring and evaluating non-financial information allows for different, but acceptable, measures and measurement techniques, potentially affecting comparability between entities. Specifically, the uncertainties in greenhouse gas (GHG) emissions estimation arise due to incomplete scientific knowledge, limitations in quantification models, and the assumptions or conversion factors used to arrive at results. Due to these inherent limitations, there is a possibility that material misstatements in the BRSR Core KPIs/Metrics in the Report may remain undetected. The application of this assurance statement is limited to the aforementioned Circulars.

6. Opinion

Based on the procedures performed and evidence obtained, as described in Section 4, and on the information and explanations provided to us, including written management representations, we are of the opinion that the BRSR Core KPIs/Metrics mentioned in Annexure – 1 of our report are prepared, in all material respects, in accordance with the Criteria chosen by the Company as per the aforementioned Circulars.

7. Restriction on Use

Our work was performed solely to assist management in meeting their responsibilities in relation to Solar's assurance requirements as per the Circulars. The report is addressed and provided to the Board of Directors of the Company, solely for the purpose of enabling it to comply with the aforementioned requirements of the Circulars. Accordingly, we do not accept or assume any liability or duty of care to any person other than the Board of Directors of the Company in connection with this report. Other than as described in Section 1, which sets out the scope of our engagement, we did not perform any assurance procedures on the remaining information. Accordingly, we do not express an opinion on that information.

8. Statement of Independence, Impartiality, and Competence

Moore Singhi is a professional services firm offering a range of services in assurance and advisory to both domestic and international clients across industries. We have complied with independence and ethical requirements, which are founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. This assurance engagement was conducted by a multidisciplinary team of professionals with deep knowledge in sustainability, ESG reporting principles and standards, and related assurance standards.

For and on behalf of Moore Singhi Advisors LLP,

Ravi Sankar Nori
Chief Operating Officer (ESG Services)
Date: June 17, 2026

Annexure – 1

Sr. No.	Attribute	Parameter	BRSR Indicator
1	Greenhouse gas (GHG) footprint	Total Scope 1 emissions	Principle 6, Question 7 of Essential Indicators
		Total Scope 2 emissions	
		GHG emission intensity (Scope 1 + 2) based on revenue, PPP and physical output	
2	Water footprint	Total water consumption	Principle 6, Question 3 & 4 of Essential Indicators
		Water consumption intensity based on revenue, PPP and physical output	
		Water Discharge by destination and levels of Treatment	
3	Energy footprint	Total energy consumed	Principle 6, Question 1 of Essential Indicators
		% of the energy consumed from renewable sources	
		Energy intensity based on revenue, PPP and physical output	
4	Embracing circularity - details related to waste management by the entity	Plastic waste, e-waste, bio-medical waste, construction and demolition waste, battery waste, radioactive waste, other hazardous waste, and other non-hazardous waste generated	Principle 6, Question 9 of Essential Indicators
		Total waste generated	
		Waste intensity based on revenue, PPP and physical output	
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	
		For each category of waste generated, total waste disposed by nature of disposal method	
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	Principle 3, Question 1(c) of Essential Indicators
		Details of safety related incidents for employees and workers (including contract workforce e.g. workers in the company's construction sites)	Principle 3, Question 11 of Essential Indicators
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	Principle 5, Question 3(b) of Essential Indicators
		Complaints on POSH	Principle 5, Question 7 of Essential Indicators
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	Principle 8, Question 4 of Essential Indicators
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	Principle 8, Question 5 of Essential Indicators
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	Principle 9, Question 7 of Essential Indicators
		Number of days of accounts payable	Principle 1, Question 8 of Essential Indicators
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Principle 1, Question 9 of Essential Indicators

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity:

Sr. No.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L74999MH1995PLC085878
2.	Name of the Listed Entity	Solar Industries India Limited ("Solar")
3.	Year of incorporation	1995 ("Solar")
4.	Registered office address	"Solar" House, 14, Kachimet, Amravati Road, Nagpur- 440023, Maharashtra, India
5.	Corporate address	"Solar" House, 14, Kachimet, Amravati Road, Nagpur- 440023, Maharashtra, India
6.	E-mail	brsr@solargroup.com
7.	Telephone	0712-6634567
8.	Website	www.solargroup.com
9.	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026.
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited ("BSE") National Stock Exchange of India Limited ("NSE")
11.	Paid-up Capital	9,04,90,055 Equity shares of ₹ 2/- each amounting ₹ 18.10 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Moneesh Agrawal Designation: Joint Chief Financial Officer Email: moneesh@solargroup.com Smt. Khushboo Pasari Designation: Company Secretary and Compliance Officer Email: khushboo.pasari@solargroup.com
	Telephone	0712 - 6634555
13.	Reporting boundary	The disclosures made in the BRSR Report are on Standalone basis (i.e. only for Solar Industries India Limited)
14.	Name of assurance provider	Moore Singhi Advisors LLP
15.	Type of assurance obtained	Reasonable Assurance on BRSR Core parameters

II. Product/Services

16. Details of business activities (Accounting for 90% of the entity's turnover on standalone basis)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing of Industrial Explosives, Initiating Systems	Manufacturing of Industrial Explosives	97.80

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product/ Service	NIC Code	% of Total Turnover contributed
1.	Industrial Explosives, Initiating Systems	24292	97.80%

Please refer to the Company's website www.solargroup.com for complete details of products.

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	No. of Offices	Total
National	26	4	30
International	N.A.	N.A.	N.A

The Company's operations are spread across the Country. Details of Plant locations are provided under section of shareholders information in the Corporate Governance Section of the Integrated Annual Report.

19. Markets served by the entity:

a. Number of locations

Location	Numbers
National (No. of States)	We have a PAN India presence
International (No. of Countries)	Solar has a presence in more than 90 Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

During the Financial Year 2025 - 26, on a standalone basis export contributed 47.65% to the total turnover of the Company.

c. A brief on types of customers

Solar is one of the leading companies in the manufacturing of Explosives for Mining and Defence applications. The industries catered by Solar are:

1. Coal India Limited (CIL)
2. Non-CIL & Institutional
3. Housing & Infrastructure
4. Exports & Overseas
5. Defence

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total no. (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1	Permanent Employees (D)	1410	1274	90.4	136	9.6
2	Other than Permanent Employees (E)	0	0	0	0	0
3	**Total Employees (D + E)**	**1410**	**1274**	**90.4**	**136**	**9.6**
	Workers					
4	Permanent (F)	941	922	97.9	19	2.1
5	Other than Permanent (G)	5095	4048	79.5	1047	20.5
6	**Total Workers (F + G)**	**6036**	**4970**	**82.3**	**1066**	**17.7**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total no. (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1	Permanent Employees (D)	-	-	-	-	-
2	Other than Permanent Employees (E)	-	-	-	-	-
3	**Total Employees (D + E)**	**-**	**-**	**-**	**-**	**-**
	Differently abled Workers					
4	Permanent (F)	1	1	100	-	-
5	Other than Permanent (G)	3	3	100	-	-
6	**Total Workers (F + G)**	**4**	**4**	**100**	**-**	**-**

21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total No. (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	8	1	12.5
2	Key Management Personnel	6	2	33.33

22. Turnover rate for permanent employees and workers

Category	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.5%	1.4%	13.9%	12.7%	1.3%	14.0%	11.36%	1.72%	13.08%
Permanent Workers	23.5%	1.2%	24.7%	15.1%	0.5%	15.6%	18.2%	1.7%	19.9%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No	Name of the holding / subsidiary / associate companies/ joint ventures	Indicate whether it is a holding/ Subsidiary/ Associate/or Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity?
1.	Solar Defence and Aerospace Limited *(Formerly known as Economic Explosives Limited)*	Subsidiary	100	Yes
2.	Emul Tek Private Limited	Subsidiary	100	No
3.	Solar Explochem Limited	Subsidiary	100	No
4.	Solar Defence Limited	Subsidiary	100	No
5.	Solar Defence Systems Limited	Subsidiary	100	No
6.	Solar Avionics Limited	Subsidiary	100	No
7.	Solar Aerospace Limited	Subsidiary	100	No
8.	Solar Overseas Mauritius Limited	Subsidiary	100	No

Sr. No	Name of the holding / subsidiary / associate companies/ joint ventures	Indicate whether it is a holding/ Subsidiary/ Associate/or Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity?
9.	Solar Overseas Singapore Pte Limited	Step down Subsidiary	-	No
10.	Solar Overseas Netherlands Cooperative U.A.	Step down Subsidiary	-	No
11.	Solar Industries Africa Limited	Step down Subsidiary	-	No
12.	Solar Nitro Zimbabwe (Private) Limited	Step down Subsidiary	-	No
13.	Solar Venture Company Limited *(Formerly known as Laghe Venture Company Limited)*	Step down Subsidiary	-	No
14.	Solar Mining Services Pty Limited	Step down Subsidiary	-	No
15.	Solar Mining Services Cote d'Ivoire Limited SARL	Step down Subsidiary	-	No
16.	Solar Mining Services Albania	Step down Subsidiary	-	No
17.	Solar Nitro SARL	Step down Subsidiary	-	No
18.	Solar Nitro Kazakhstan Limited	Step down Subsidiary	-	No
19.	Solar Nitro (SL) Limited	Step down Subsidiary	-	No
20.	Solar Nitro Chemicals Limited	Step down Subsidiary	-	No
21.	Solar Mining Services Burkina Faso SARL	Step down Subsidiary	-	No
22.	Solar Mining Services (Pty) Limited	Step down Subsidiary	-	No
23.	Solar Nigachem Limited	Step down Subsidiary	-	No
24.	Solar Overseas Netherlands B.V.	Step down Subsidiary	-	No
25.	Solar Explochem Zambia Limited	Step down Subsidiary	-	No
26.	Solar Patlayici Maddeler Sanayi Ve Ticaret Anonim Sirketi	Step down Subsidiary	-	No
27.	P.T. Solar Mining Services	Step down Subsidiary	-	No
28.	Solar Nitro Ghana Limited	Step down Subsidiary	-	No
29.	Solar Madencilik Hizmetleri Anonim Sirketi	Step down Subsidiary	-	No
30.	PATSAN Patlayici Maddeler Sanayi Ve Ticaret Anonim Sirketi	Step down Subsidiary	-	No
31.	Power Blast LLP	Step down Subsidiary	-	No
32.	Maxigear(Pty) Limited	Step down Subsidiary	-	No
33.	Frag Shared Services (Pty) Limited	Step down Subsidiary	-	No
34.	Procapture (Pty) Limited	Step down Subsidiary	-	No
35.	Problast BS (Pty) Limited	Step down Subsidiary	-	No
36.	Problast BBBEE Investment Co. (Pty) Limited	Step down Subsidiary	-	No
37.	Ortiz Investments (Pty) Limited	Associate	-	No
38.	Solar United Co. Limited	Associate	-	No
39.	Zmotion Autonomous Systems Private Limited	Associate	45.99	No

VI. CSR Details

24	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes, CSR is applicable under Ssection 135 of Companies Act, 2013.
	Turnover of the Company for the FY 2025-26 is*	5,578.86 (₹ in Crores)
	Net worth of the Company for the FY 2025 -26 is*	4,226.82 (₹ in Crores)

*On standalone basis

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct ("NGRBC")

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Solar has a structured process for engaging with the communities in the vicinity of the Company operations. The Factory manual and Registers contains the Grievance Redressal Mechanism. Grievances for all the CSR activities undertaken by the Company can also be communicated by emailing at brsr@solargroup.com	NIL	NIL	N.A.	Nil	N.A.	N.A.
Investors (other than shareholders)	Not Applicable	NIL	NIL	N.A.	N.A.	N.A.	N.A.
Shareholders	Yes, during FY 2025-26 no complaints were received, However, one complaint of shareholder received in Financial Year 21 is pending. Shareholders can lodge complaints by emailing at investor.relations@solargroup.com.	Nil	1	The details about the pending shareholder complaint of Shri Kailash Chandra Nuwal is provided in the Corporate Governance Report forming part of this Integrated Annual Report FY 2025-26.	Nil	1	The details about the pending shareholder complaint of Shri Kailash Chandra Nuwal is provided in the Corporate Governance Report forming part of this Integrated Annual Report FY 2025-26.
Employees and workers	Yes, Solar has a Grievance Redressal Procedure with Appropriate systems and mechanisms to address employee concerns and complaints pertaining to human rights and labour practices. It aims to facilitate structured discussions and resolutions of the grievances raised on labour practices and human rights.	Nil	N.A.	N.A.	Nil	N.A.	N.A.
Customers	Yes, Robust systems have been put in place across Solar Businesses to continuously engage with consumers by gathering feedback and address their concerns, if any, through a complaint redressal system in a time bound manner.	Nil	N.A.	N.A.	6	Nil	N.A.
Value Chain Partners	Yes, the Company's Code of Conduct for Suppliers and Service Providers includes Grievance Redressal Mechanism.	Nil	N.A.	N.A.	Nil	N.A.	N.A.

The Policies are hosted on the website of the Company www.solargroup.com

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

The Company conducts materiality assessments to identify the material issues including environmental and social ones and understand the relative importance of these issues for its stakeholders and its business. Accordingly specific action plans are devised for addressing each material issue at regular intervals. Such assessments help in identifying key drivers for value creation over a period. The assessments are conducted by independent external advisors, in line with global standards, on a periodic basis. The most recent materiality assessment was conducted in Financial Year 2024-2025.

The Company has established a robust Risk Management System covering operational, environmental, social, and governance (ESG) risks in a structured and comprehensive manner. For more information on Risk Management Framework, 'Strategic Risk Management' and 'Material Issues' refer to sections of ESG and Integrated Annual Report.

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change, Energy and Emissions	Risk/ Opportunity	• Risk: We face potential physical environment risks from the effects of climate change on our business, including extreme weather and water scarcity. Climate risk can pose challenges to our operations (production & Supply chain disruption) due to harsh climatic conditions (flood, cyclone, higher temperature etc.) • Opportunity: Climate adaptation and mitigation are key to building a future-ready organisation. They can also reduce operational costs and drive greater efficiencies for the business.	• Climate change pose risk to our operations, to mitigate the same we are accelerating the process of decarbonization and stimulating activity along the value chain. • We are monitoring our emissions and establishing goals and targets along with implementation of energy saving and energy efficiency measures.	Negative/ Positive
2.	Environmental Risk and Compliance	Risk	• The explosives industry is subject to various government laws and regulations. Noncompliance to these regulations can result in monetary forfeiture, legal fines and penalties, harm to brand reputation, loss of business opportunities, and a loss of value.	• We are dedicated to improving our environmental performance and maintaining positive legal compliance. • The Company is ISO 14001 certified and has well established Environmental Management System which ensures continuous monitoring and subsequent improvement of environmental parameters.	Negative
3.	Water Conservation And Management	Risk	• Effective water management is crucial for the Company's operations, as continuous and reliable water sourcing is vital to its functioning. • Additionally, as a result of climate change, access to fresh water is expected to reduce in certain geographies, making water a scarce resource.	• The Company not only meets the statutory criteria set by regulatory authorities for water sourcing but also takes proactive measures to optimize its usage. The Company's water management strategy includes reducing freshwater consumption, implementing water recycling/ reuse and promoting water-saving initiatives.	Negative

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Waste and Hazardous Materials Management	Risk	• Mismanagement of hazardous materials can jeopardize the well-being and safety of employees, while also resulting in considerable environmental harm, including contamination of soil and water.	• We have a well-established waste management practice in place which ensures the appropriate waste disposal as per the waste category defined by the State Pollution Control Board.	Negative
5.	Occupational Health and Safety	Risk	• Our nature of operation is sensitive and even a small nonadherence to any of the safety measures can result in injury or loss of lives and affect business sustainability. • Each safety incident also has a negative impact on the health, well-being and morale of employees along with a negative reputational impact on the Company. They may also result in operational and financial loss to the Company, including potential partial closure of the plant.	• Our Company has SHE framework in place to ensure safe operations. • We provide safety training and conduct periodic safety audits, to enforce safety protocols. • Our organization has adopted safety and health standards that are considered benchmarks within the global industry.	Negative
6.	Employee Health and wellbeing	Opportunity	• Solar ensures access to healthcare services, wellness programs and other benefits that help employees maintain a healthy work-life balance. Providing such opportunities can lead to improved employee satisfaction, increased productivity, and reduced absenteeism and turnover rates. • The Company's ability to attract and retain talent provides the Company with a competent and experienced workforce and reduces recruitment costs for the Company.	Not Applicable	Negative
7.	Human Rights	Risk	• Instances of human rights violations or non-compliance with statutory norms can lead to adverse financial and reputational implications	• We have human rights policy which ensures that any non-compliance related to human rights will be addressed and resolved in a timely manner.	Positive
8.	Diversity and Inclusion	Opportunity	• We believe that driving equity, diversity, and inclusion strengthens our business. A diverse and inclusive workforce can boost performance, reputation, innovation, and motivation. This will help build a fairer world and strengthen the business.	Not Applicable	Positive

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Customer Satisfaction	Opportunity	• Customer relationship management plays a significant role in our business operations.	Not Applicable	Negative
10.	Data Privacy & Security	Risk	• Safeguarding the security of the data and the entire value chain, particularly customers, are important for its business operations.	• Safeguarding the security of the data and the entire value chain through cyber risk assessment and implementation of business continuity plan for IT platforms.	Positive/ Negative
11.	Skill Development	Opportunity	• Creating the best employee experience and gaining recognition as one of the good employers in our main operating areas will aid us in attracting, hiring, and retaining talented individuals.	Not Applicable	Positive
12.	Supply Chain Management and Materials Sourcing	Risk	• We are facing risks in supply chain management and materials sourcing, transportation, regulatory compliance, and supplier relationship.	• Enhancing supply chain management by developing innovative technology and working with reliable partners. • We are developing innovative logistics solutions that can reduce transport costs and enhance safety.	Positive
13.	Regulatory Compliance	Opportunity	• Regulatory compliance is an opportunity for our industry to demonstrate its commitment for sustainable operations and market presence across the global.	Not Applicable	Positive
14.	Innovation and R&D	Opportunity	• Investing in research and development, product testing, and continuous improvement can lead to innovative products that meet customers' needs and exceed their expectations.	Not Applicable	Positive
15.	Ethical Business Conduct	Opportunity	• Non-compliance with ethical business practices and integrity related obligations can lead to legal fines and penalties, financial losses, damage to brand reputation, missed business opportunities, and a decrease in company value.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1 Ethical & Transparent business conduct	P2 Sustainable and safe goods	P3 Well-being of Employees	P4 Interest of Stakeholders	P5 Promote Human rights	P6 Protect & Restore Environment	P7 Public Policy Advocacy	P8 Diversity & Inclusion	P9 Value to Consumers
Policy and management processes									
1 a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Company policies are available on Solar Industries India Limited official website, www.solargroup.com Also, some policies & internal documents are available on company Intranet page.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, all the policies are translated into procedures.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Code of Conduct and other applicable policies extends to our value chain partners.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Solar's has developed policies that align with key national standards, including the Factories Act, 1948, Companies Act, 2013, Listing Regulations, and other relevant statutes. Solar's manufacturing facilities have well defined Quality, Environment, Health & Safety management systems in place and are aligned with the global standards. Solar has following codes & certifications: 1. Quality Management System- ISO 9001:2015 2. Environment Management System- ISO 14001:2015 3. Occupation Health & Safety Management System- ISO 45001:2018 4. CE Certification for Detonators and Shock Tube 5. NABL Certification (ISO/IEC 17025: 2017) for Defence Products.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Solar has set short to medium targets for key priority areas like climate change, water stewardship, plastic waste and biodiversity conservation etc. The ESG section forming part of this Integrated Annual Report provides details about the ESG Objectives of the Company.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In Order to achieve such targets, the Company has established management systems that entail regular monitoring of Environment KPI's and reviewing progress on a regular basis to ensure that businesses are aligned with ESG Goals. We track key parameters in policies and record them for learning and development to enhance our policies. Please refer ESG Section on page no. 66 of Integrated Annual Report Financial Year 2025-26 for more information.								

Disclosure Questions	P1 Ethical & Transparent business conduct	P2 Sustainable and safe goods	P3 Well-being of Employees	P4 Interest of Stakeholders	P5 Promote Human rights	P6 Protect & Restore Environment	P7 Public Policy Advocacy	P8 Diversity & Inclusion	P9 Value to Consumers
The policies relevant to the respective NGRBC Principles are listed below:									
P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	1. Code of Conduct for Directors, Senior Management & Employees 2. Code on Prohibition of Insider Trading 3. Dividend Distribution Policy 4. Policy on Determination of Material Subsidiary 5. Policy on Determination of Materiality for Disclosure of Events or Information 6. Related Party Transactions Policy 7. Vigil Mechanism or Whistle Blower Policy 8. Charter of the Audit Committee 9. Employee Health and Safety Policy ("EHS") 10. Code of conduct for Employees (Vyavahar Sanhita). 11. Code of Conduct to Regulate, Monitor and Report Trading by Designated Person. 12. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information. 13. Anti-corruption and Anti-bribery policy.								
P2 Businesses should provide goods and services in a manner that is sustainable and safe	1. The Solar's Supplier Code of Conduct 2. EHS Policy (Internal document) 3. Human right policy (Internal document) 4. Code of Conduct for Directors, Senior Management & Employees								
P3 Businesses should respect and promote the well-being of all employees, including those in their value chains	1. Nomination and Remuneration Policy 2. Sexual Harassment Policy 3. Vigil Mechanism or Whistle Blower Policy 4. The Solar's Supplier Code of Conduct (Internal policy Document) 5. Human Rights policy (Internal document) 6. EHS Policy (Internal document) 7. Prevention of Sexual Harassment at workplace 8. Code of conduct for Employees (Vyavahar Sanhita)								

Disclosure Questions	P1 Ethical & Transparent business conduct	P2 Sustainable and safe goods	P3 Well-being of Employees	P4 Interest of Stakeholders	P5 Promote Human rights	P6 Protect & Restore Environment	P7 Public Policy Advocacy	P8 Diversity & Inclusion	P9 Value to Consumers
P4 Businesses should respect the interests of and be responsive to all its stakeholders	1. Divided Distribution policy 2. Code on Prohibition of Insider Trading 3. Policy on Determination of Materiality for Disclosure of Events or Information 4. Related Party Transactions Policy 5. Corporate Social Responsibility Policy 6. Code of conduct for Employees (Vyavahar Sanhita).								
P5 Businesses should respect and promote human rights	1. Code of Conduct for Directors, Senior Management & Employees 2. Human Rights policy 3. Nomination and Remuneration Policy 4. The Solar's Supplier Code of Conduct (Internal policy Document) 5. EHS policy								
P6 Businesses should respect and make efforts to protect and restore the environment	1. EHS policy 2. Risk Management Policy								
P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	1. Code of Conduct for Directors, Senior Management & Employees								
P8 Businesses should promote inclusive growth and equitable development	1. Corporate Social Responsibility Policy 2. The Solar's Supplier Code of Conduct (Internal policy) 3. Human Rights policy (Internal document)								
P9 Businesses should engage with and provide value to their consumers in a responsible manner	1. Cyber Security Policy 2. Code of Conduct for Directors, Senior Management & Employees								

Disclosure Questions	P1 Ethical & Transparent business conduct	P2 Sustainable and safe goods	P3 Well-being of Employees	P4 Interest of Stakeholders	P5 Promote Human rights	P6 Protect & Restore Environment	P7 Public Policy Advocacy	P8 Diversity & Inclusion	P9 Value to Consumers
Governance, leadership and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievement	Please refer to the MD's statement in the Integrated Annual Report Financial Year 2025-26.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	At highest level the Board of Directors of the Company represented by Shri Manish Nuwal (Managing Director & Chief Executive Officer) has the primary role in the strategic supervision of the ESG Policies of the Company. The Company's CSRS Committee of the Board is responsible for ensuring implementation of the Sustainability objectives of the Company and monitors and evaluates the compliance with these Policies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has constituted Board Committees that are responsible for overseeing and taking decisions on sustainability-related matters. **1. Risk Management Committee (RMC):** The Risk Management Committee has formulated a comprehensive Risk Management Policy which lays down a structured framework for identification, assessment and management of both internal and external risks faced by the Company. The policy, inter alia, covers financial, operational, sectoral, sustainability-related risks (including ESG risks), information security, cyber security and other material risks as may be identified by the Committee from time to time. It also provides for appropriate risk mitigation measures, internal control systems, processes and a business continuity plan. The Risk Management Committee ensures that robust methodologies, processes and systems are in place to effectively monitor, evaluate and manage risks associated with the Company's business operations, thereby supporting long-term sustainability goals. **2. Corporate Social Responsibility and Sustainability (CSRS) Committee:** The Corporate Social Responsibility Committee is responsible for defining the focus areas and guiding the initiatives undertaken by the Company under the CSR framework, with a strong emphasis on sustainable development. The Committee formulates and recommends the Annual Action Plan, monitors the allocation and utilization of CSR budgets and oversees the implementation and progress of CSR projects. It periodically reviews the impact and outcomes of initiatives undertaken towards social development, environmental protection and community well-being and provides strategic direction to enhance their effectiveness. The Committee also ensures that CSR initiatives are aligned with the Company's sustainability priorities, including environmental sustainability, inclusive growth, employee and community welfare and responsible resource utilization. Through its oversight of social and community development initiatives, environmental sustainability projects the CSR Committee plays a key role in advancing the Company's sustainability objectives and creating long-term, shared value for communities, particularly in and around the areas of the Company's operations.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	✓	✓	✓	✓	✓	✓	✓	✓	✓	Yes, done by Executive management, relevant committee & Board on annual basis
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	✓	✓	✓	✓	✓	✓	✓	✓	✓	The Company is in compliance with applicable laws & regulations.

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency	Policies are currently evaluated internally. Third-party assessments and certifications will be conducted as and when required.								
12.	If answer to question (1) above is "No" i.e not all principles are covered by a policy, reasons to be stated.	Answer to question (1) above is "No", hence this question is Not Applicable								
	The entity does not consider the principles material to its business (Yes/No)									
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
	It is planned to be done in the next financial year (Yes/No)									
	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1:

Businesses should conduct and govern themselves with Integrity and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	During FY 2025–26, the Board and its Committees were regularly apprised of key regulatory, economic, operational, governance, technology and risk-related developments. Independent Directors were provided with periodic updates on business strategy, new initiatives, strategic investments, compliance matters, and emerging risks through Board and Committee meetings. The Company also conducted familiarisation programmes for the newly appointed Independent Director. Further, presentations on business performance, strategic priorities, regulatory developments, CSR initiatives and ESG matters were periodically made to the Board. The Board and Audit Committee were regularly updated on significant compliance matters, risk indicators, audit observations, and related management action plans.	100%
Key Management Personnel-	4	Considering the positions Key Managerial personnel holds in the company, SOLAR has designed training programs specifically for the leadership team, covering important topics to enhance their skills and competencies. The key training sessions covered important topics such as the Code of Conduct, Related Party Transactions, Corporate Governance, Companies Act, 2013, SEBI regulations as applicable to the Company, ESG matters which focused on corporate governance and good corporate citizenship. Additionally, the sessions also addressed the Company's whistleblower policy and its sustainability policies.	100%
Employees other than BODs and KMPs	60 Sessions	During the reporting period, the Company conducted a wide range of focused training and capacity-building programs for employees and workers, covering workplace ethics, occupational health and safety, environmental management, digital security, operational excellence and skill enhancement POSH refresher sessions were conducted through in-person programs to reinforce awareness of workplace rights, dignity at work and grievance redressal mechanisms. Occupational health and safety were strengthened through extensive training on plant and process safety, hazardous energy management , fire fighting and emergency response, on-site emergency planning, chemical and explosive handling, dust explosion mitigation, work permit systems, HIRA and Job Hazard analysis, PPE usage, first aid, and compliance with statutory requirements.	85%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
		Environmental sustainability and regulatory compliance were reinforced through dedicated programs on environmental clearances and consent conditions, environmental management systems, waste management, process safety and responsible handling of hazardous materials, promoting resource efficiency, pollution prevention, and environmental stewardship across operations. Skill development initiatives included technical training in process flow diagrams, analytical tools for quality control and product characterization and functional programs such as cybersecurity and data security awareness. The "train the trainer" initiative further enhanced operational efficiency, quality culture and continuous improvement. These comprehensive training initiatives reflect the Company's commitment to creating a safe, compliant, skilled, and environmentally responsible workforce, while embedding sustainability, risk awareness, and operational excellence into everyday business practices.	
Workers	27 Sessions	Safety training was provided to workers on a continuous basis, with structured programs designed to strengthen workplace safety, operational discipline and job-specific skills. The Company conducts regular training on plant and process safety, chemical and explosive hazard management, emergency preparedness, dust explosion mitigation, work permit systems, and job hazard analysis. Programs also cover safe handling of detonators, explosives, waste management practices, and compliance with safety protocols. Awareness sessions on 5S practices, POSH, cyber security, and overall safety culture are also conducted to promote a disciplined, safe, and responsible work environment.	86%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. Monetary					
Type	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	No cases reported during FY 2025-26				
Settlement					
Compounding fee					

b. Non-Monetary				
Type	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	No cases reported during FY 2025-26			
Punishment				

[Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website]:

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

No cases reported during FY 2025-26

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web - link to the policy.

The Company has a comprehensive Anti-Corruption and Anti-Bribery Policy that prohibits all forms of bribery and corruption and applies to employees, Board Members, Senior Management and relevant third parties. Supported by strong controls, periodic reviews, training programmes and whistleblower mechanisms, the Company follows a zero-tolerance approach to bribery and corruption and promotes ethical business practices across its operations and value chain.

The policy highlights our responsibilities to be compliant to the anti-corruption laws and to combat corruption risks. The policy document can be accessed at the following: https://solargroup.s.gy/acbp

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest of Directors and KMP:

Particulars	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of KMP's	Nil	N.A.	Nil	N.A.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

No cases or complaints received in the above matters.

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payable	41	60

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses* as % of total purchases	18	11.19
	b. Number of trading houses where purchases are made from	601	697
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	76	37
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	14	21
	b. Number of dealers / distributors to whom sales are made	303	285
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	37	41

Parameter	Metrics	FY 2025-26	FY 2024-25
Share of RPTs** in	a. Purchases (Purchases with related parties / Total Purchases)	11	7
	b. Sales (Sales to related parties / Total Sales)	18	14
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100	100
	d. Investments (Investments in related parties/Total Investments made)	84	67

* We have classified all the Vendors other than Manufacturers and Service Providers as Trading Houses.

**Related party transactions are as per the standalone financial statements of the Company.

Leadership Indicator

1. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

The Company has adopted a Code of Conduct for its Board of Directors and Senior Management Personnel, which sets out the principles and guidelines for identifying, disclosing and managing actual or potential conflicts of interest. The Code emphasizes the need to avoid situations where personal interests may conflict with the interests of the company and requires timely disclosure of any such interests.

Members of the Board of Directors and Senior Management Personnel are required to disclose, on a periodic basis, any direct or indirect interest or involvement in transactions of the Company to the Board, in accordance with applicable laws and the Company's policies. In the event of any actual or potential conflict of interest, the concerned Director is obligated to promptly report the same and obtain necessary approvals as prescribed.

The Company obtains an annual declaration from all Directors confirming compliance with the Code of Conduct, including provisions relating to conflicts of interest. Transactions involving Directors or entities in which they have an interest are subject to prior approval of the Audit Committee, in line with the applicable related party transaction framework. Directors abstain from participating in discussions or decision making on matters in which they are interested or deemed to be interested. In addition, Independent Directors are governed by the Code for Independent Directors, which, inter alia, includes specific provisions for avoidance and disclosure of conflicts of interest.

Principle 2:

Businesses should provide goods and services in a manner that is Sustainable and Safe.

ESSENTIAL INDICATORS

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Type	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25	Details of improvement in social and environmental aspects
R&D	-	-	Nil
CAPEX	10.09%	5.16%	Nil

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company has implemented a Supplier Code of Conduct designed to enhance sustainability across the supply chain. This commitment goes beyond our manufacturing facilities, targeting selected suppliers of key raw materials. Our vendor selection and onboarding processes involve comprehensive assessments of environmental compliance, ensuring adherence to relevant rules and regulations. We prioritize suppliers who are committed to responsible practices, sustainable sourcing, and full compliance with these standards

b. If yes, what percentage of inputs were sourced sustainably?

During FY 2025-26, around 51% of our inputs were sourced sustainably, either through the company's sustainable sourcing programs and/ or certified to meet social and environmental standards. These standards include SA 8000, ISO 14001, OHSAS 18001, or recognized labels such as the Rainforest Alliance, Rugmark, and the Roundtable on Sustainable Palm Oil (RSPO), among others.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

In adherence to the Explosives Rules of 2008 and the guidelines provided by the Petroleum & Explosives Safety Organization, the reuse or recycling of the Company's products is prohibited due to their explosive nature. Nonetheless, our project and operation sites have systems in place to recycle, reuse, and disposal of waste generated during operations, following all relevant regulations.

The Company further underscores its commitment to environmental responsibility by implementing sustainable practices in the management of packaging materials. Predominantly corrugated fiberboard boxes are collected from customer sites by local vendors and subsequently sold to paperboard recyclers. This process ensures responsible disposal and recycling, aligning with the Company's broader environmental stewardship goals.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

Leadership Indicator

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
LCA has not been carried out in the FY 2025-26					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

Principle 3:

Businesses should respect and promote the well-being of all Employees, including those in their Value Chains.

ESSENTIAL INDICATORS

1. a. **Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	%(E/A)	%(F/A)
Permanent Employees											
Male	1274	1274	100	1274	100	-	-	1274	100	1235	100
Female	136	136	100	136	100	136	100	-	-	136	100
Total	**1410**	**1410**	**100**	**1410**	**100**	**136**	**100**	**1274**	**100**	**1410**	**100**
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**

b. **Details of measures for the well-being of workers:**

Category	Total (A)	% of Workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	%(E/A)	%(F/A)
Permanent Workers											
Male	922	922	100	922	100	-	-	922	100	922	100
Female	19	19	100	19	100	19	100	-	-	19	100
Total	**941**	**941**	**100**	**941**	**100**	**19**	**100**	**922**	**100**	**941**	**100**
Other than Permanent Workers											
Male	4048	4048	100	4048	100	-	-	4048	100	4048	100
Female	1047	1047	100	1047	100	1047	100	-	-	1047	100
Total	**5095**	**5095**	**100**	**5095**	**100**	**1047**	**100**	**4048**	**100**	**5095**	**100**

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –**

	FY 25-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.1*	0.2

* Well-being measures are calculated as per ISF's guidelines which includes Insurance, Maternity and Paternity benefits, and Other Health and Safety Measures.

2. **Details of retirement benefits, for Current Financial Year and Previous Financial Year:**

Sr.No.	Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	Provident Fund	100	100	Yes	100	100	Yes
2	Gratuity	100	100	Yes	100	100	Yes
3	ESI	1	70	Yes	3	75	Yes
4	Others-Please Specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is committed to providing employees and workers with disabilities the essential infrastructure and amenities needed to perform their duties safely and efficiently.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the Company has policy on Diversity Equity and inclusion.

Link: https://solargroup.s.gy/dei

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
	Permanent Employees		Permanent Workers	
Male	100%	100%	Nil	Nil
Female	100%	100%	Nil	Nil
Others	N.A.	N.A.	N.A.	N.A.
Total	**100%**	**100%**	**Nil**	**Nil**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Yes, the Company has a robust grievance redressal system designed to accommodate the concerns of both permanent and non-permanent employees and workers through the Grievance Redressal Policy available on the intranet. Employees are encouraged to initially communicate their grievances to their departmental heads or Human Resource representatives, while workers direct their concerns to their respective supervisors. This approach aims to facilitate swift resolution and ensure transparency and fairness throughout the process. Furthermore, the Company supports an open-door policy to uphold an open and transparent culture, allowing employees to discuss issues with their functional leaders or heads directly.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievances Redressal Policy
Other than Permanent Workers	Yes, Grievances Redressal Policy
Permanent Employees	Yes, Grievances Redressal Policy
Other than Permanent Employees	Yes, Grievances Redressal Policy

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 25-26 Current Financial Year			FY 24-25 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Male	1274	0	0	1235	0	0
Female	136	0	0	107	0	0
Others	0	0	0	0	0	0
Total	**1410**	**0**		**1342**	**0**	
Male	922	922	100	1029	1029	100
Female	19	19	100	32	32	100
Others	0	0	0	0	0	0
Total	**941**	**941**	**100**	**1061**	**1061**	**100**

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1274	1274	100	1274	100	1235	1235	100	1235	100
Female	136	136	100	136	100	107	107	100	107	100
Total	**1410**	**1410**	**100**	**1410**	**100**	**1342**	**1342**	**100**	**1342**	**100**
Workers										
Male	922	922	100	922	100	1029	1029	100	1029	100
Female	19	19	100	19	100	32	32	100	32	100
Total	**941**	**941**	**100**	**941**	**100**	**1061**	**1061**	**100**	**1061**	**100**

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Permanent Employees						
Male	1274	1274	100	1235	1235	100
Female	136	136	100	107	107	100
Total	**1410**	**1410**	**100**	**1342**	**1342**	**100**
Permanent Workers						
Male	922	922	100	1029	1029	100
Female	19	19	100	32	32	100
Total	**941**	**941**	**100**	**1061**	**1061**	**100**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). What is the coverage of such system?

Yes, the Company enforces a comprehensive Environmental, Health, and Safety (EHS) policy across all its facilities, supported by ISO 45001 certification at key manufacturing sites.

Each workplace implements a health and safety management system for all employees and workers, complemented by regular training at plant sites. The EHS Department and safety committees collaborate to achieve safety goals and prevent incidents, reflecting senior management's commitment to a proactive safety culture

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company is committed to ensuring a safe and healthy workplace as a cornerstone of employee well-being. We have instituted an Occupational Health and Safety Management System that promotes a culture of safety through comprehensive training programs and continuous investment in advanced technology to uphold the highest safety standards. To proactively manage risks, we conduct Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (HAZOP) studies, focusing on identifying operational risks. Monitoring near-miss incidents, unsafe acts and conditions, along with regular mock drills, enhance our preventive measures' effectiveness. Our risk management strategy employs a range of qualitative and specialized tools, including EHS inspections, fire safety measures, third-party EHS audits, and disaster management plans. Additionally, strict controls are in place, such as work permit systems, regular safety and fire drills, emergency preparedness measures like sirens and lights across all plants, fire safety equipment, safety committees, patrols, and comprehensive safety training programs.

We conduct annual medical health check-ups for all employees, provide both internal and external safety audits, and ensure accessibility to occupational health centers at all Company plants. Through such measures, we maintain a robust framework for hazard prevention and risk mitigation, further supported by our major operational sites' certification with ISO 45001.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

The Company has established a robust system for identifying and reporting work-related hazards, facilitated by an online incident reporting platform that monitors occurrences across all manufacturing facilities. After incidents are reported, Corrective and Preventive Action

(CAPA) reports are generated and distributed to relevant personnel, aiming to prevent future similar incidents. Employees and workers receive ongoing training and appropriate personal protective equipment (PPE) to minimize safety incidents. Our workplace safety systems actively capture leading and lagging indicators regarding hazards, including monitoring of near-misses, safety observations, and initiatives like Night Duty Officers (NDO) and toolbox talks.

Compliance is assured through dedicated site professionals conducting regular audits and monitoring practices. Major operational sites are certified with ISO 45001, aligning safety systems with risk assessments. Hazard control programs feature active involvement from workers and contractors, with roles clearly explained in local languages to ensure understanding and protection from risks. Safety signboards are prominently displayed, and evacuation plans with accessible routes and safe assembly points are established for efficient response to emergencies.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

The Company maintains a well-equipped Occupational Health Centre, staffed with full-time doctors and ambulance services, to ensure comprehensive healthcare support for employees and workers. In addition, both employees and their immediate family members receive medical insurance or ESI benefits, covering hospitalization for various medical conditions. Employees and workers also have access to non-occupational medical services and healthcare support, including health counseling following periodic medical examinations.

Our health and first-aid centers are outfitted with essential medical equipment. Furthermore, the Company has established partnerships with local multi-specialty hospitals to provide specialized care through the insurance and ESIC coverage offered to all eligible individuals.

11. Details of safety related incidents, in the following format:

Safety Incident/Number*	Category	FY 25-26	FY 24-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.92	NIL
	Workers	1.62	NIL
Total recordable work-related injuries#	Employees	7	NIL
	Workers	15	NIL
No. of fatalities	Employees	1	NIL
	Workers	1	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	NIL
	Workers	2	NIL

*Including in the contract workforce

Total recordable work-related injuries includes fatalities and High consequence work-related injury or ill-health.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Aligning with the Company's Environmental, Health, and Safety (EHS) policy, a variety of proactive strategies are employed to ensure a safe and healthy workplace for all employees and workers, with a strong emphasis on cutting-edge technologies and systematic standards –

1. Conducting Comprehensive Studies and Surveys: The Company performs Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Studies (HAZOP), and fire risk assessments to systematically identify and manage process safety hazards.
2. Implementing Safety Management Systems: We apply a comprehensive health and safety management system at all key manufacturing facilities, aligned with ISO 45001, covering the entire workforce, including contractors and visitors.
3. Prioritizing Training: A Behavior-Based Safety Management approach is adopted, providing regular training to equip employees with essential safety skills, including first aid, firefighting, and emergency protocols.
4. Promoting Safety Awareness: Through initiatives such as Safety Week and internal competitions, the Company promotes a positive safety culture and fosters collective safety commitment among stakeholders. An internal safety audit mechanism ensures compliance and facilitates timely resolution of issues

Measures for a Safe Workplace:

- Employees receive continuous education in technical operations, fire prevention, and general safety, with visual safety boards throughout the plant.
- Emergency Preparedness and Response Plans are reinforced through regular mock drills.
- A permit-to-work system and machine safety inspections ensure pre-assessment and ongoing safety patrols of plant premises.
- Risks are identified, and corrective and preventive actions (CAPA) are applied following the hierarchy of risk controls.
- Engineering and design controls are enhanced alongside safety-instrumented systems.

- Operational procedures are regularly reviewed, with continuous EHS training to ensure competency.
- Critical systems, including fire protections, PPE, occupational health surveillance, and Material Safety Data Sheets (MSDS) for flammable materials, are provided and maintained.
- Monitoring and measuring mechanisms are prioritized, supported by internal and external audits to ensure compliance and drive improvements.
- Occupational Healthcare Centers, staffed with skilled medical professionals, are accessible across our factories, offering periodic medical check-ups to support a safe and healthy working environment.

13. Number of Complaints on the following made by employees and workers:

Topic	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

Topic	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

The Company undertakes comprehensive investigations of all safety-related incidents and disseminates findings throughout the organization. This approach ensures implementation of corrective measures to avert similar incidents, with the effectiveness of these actions assessed during safety audits. Furthermore, significant risks identified in health and safety evaluations are addressed by eliminating manual tasks through technological advancements and digitization, enhancing safety capabilities via targeted training and development, and reinforcing monitoring and supervision protocols.

Leadership Indicator

1. Does the entity extend any life insurance or any compensatory package in the event of death of (a) Employees (Y/N) (B) Workers (Y/N)?

The Company ensures that all employees and workers are included under the life insurance policy. In addition, employees receive coverage under a Mediclaim policy, while workers are protected by ESIC policy benefits. In the unfortunate event of an employee's death, the Company extends financial support to the bereaved families beyond the insurance provisions.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company has established robust mechanisms to ensure that all necessary statutory dues related to transactions with value chain partners are appropriately deducted and deposited in compliance with relevant laws

3. Provide the number of employees/ workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY Current Financial Year	FY Previous Financial Year	FY Current Financial Year	FY Previous Financial Year
Employees	1	0	0	0
Workers	3	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).

The Company offers comprehensive support to employees transitioning due to retirement or termination, providing assistance through training and counseling for adapting to a non-working life. Through dedicated programs, the Company equips employees with tailored training initiatives to empower them in making informed financial planning decisions.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Not Assessed
Working Conditions	Not Assessed

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

Principle 4:

Businesses should respect the interests of and be responsive to all its Stakeholders.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

The Company's strategy and business model are firmly anchored by a stakeholder-centric approach. By proactively understanding and responding to the evolving expectations of its stakeholders, the Company is able to take informed, balanced, and forward-looking decisions. Stakeholders are identified as individuals or groups that have an interest in, are impacted by, or contribute value to the Company's business activities. These include customers, shareholders, investors, lenders, employees, value chain partners, vendors, regulators, government authorities, media, and the society at large.

The Company places significant emphasis on constructive engagement with its stakeholders and has established multiple communication channels and engagement mechanisms to facilitate transparent, inclusive, and fair dialogue. Continuous stakeholder feedback helps the Company strengthen relationships, manage risks, and create long-term sustainable value for all stakeholders.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Solar believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth. Refer stakeholders' engagement section on Page No. 28 of Integrated Annual Report Financial Year 2025-2026 for further details.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (yes/ no)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	• Reports • One-to-one Interaction • Events • E-mail communication • Letters	Engagement as per need	• Compliance with industry norms, laws and regulations in substance and spirit • Transparent Disclosers • Participation in various industry forums and meets. • Collaboration on national agenda such as Make in India

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (yes/ no)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Employee Engagement surveys • Joint Consultation system • Grievance mechanism • Rewards and Recognition • Face to Face interactions • Cultural events • Training and Workshops.	Annually, Periodic, event based, continuous	• Employee well-being and safety • Fair wages and compensations per industry standards • Learning and Development • Occupational health and safety • Growth opportunities • Talent and skill management • Diversity and inclusion • Job security
Customers	No	• One-to-One Interactions • Site-Visits • Customer Meeting • E-mails • Feedback mechanism - Online Survey • Digital channels • Trial and improvement programs • Safety Week Interaction • Conferences • New Product Introduction	Continuous, Periodic, Need based, Annually	• About Product safety quality reliability • Confidentiality in case of Sensitive Contracts • Operational efficiency & Improvements • Innovative products and their application • Digital use of data
Business partners	No	• E-mail communication • Site Visits • One-to-One Interactions • Business partner survey • Structured meetings	Annually, Need based, Continuous, Periodic	• Timely payments • Fair and long-term business relations • Capacity building • Transparency • Value Creation
Communities	Yes*	• CSR initiatives • Face to face interaction • Field visits • Collaborations through NGO's	Engagement as per need	• Upliftment of society • Live hood opportunities • Health and sanitation initiatives
Shareholders and Investors	No	• Annual general meeting • Conference call • News channels • Investor Grievance redressal mechanism • Annual report • Press release • Website updates • Stock Exchange releases	Quarterly, Annually, periodic Event based	• Consistent, competitive and profitable growth and returns. • Consistent dividend payouts. • Superior stakeholder returns through optimal utilization of resources. • Better disclosures, transparency and credibility of financials • Effective risk management • Create high shareholder value • Sound governance practices. • Communicate performance and future growth plans

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (yes/ no)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Media	No	• Newspaper • Pamphlets • Advertisement • Press Release	Event Based	• Growth, • Awareness • Public Image

*The Company undertakes various CSR activities for the local communities. The majority of beneficiaries of these CSR activities can be termed as vulnerable or marginalized.

Leadership Indicator

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Respective business / functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is provided to the Board, wherever applicable. They act as a link between the Board & Stakeholders and are responsible for seeking feedback, inputs, suggestions from the Board on ESG topics. The respective heads take initiative on prioritising our strategies, and action plans to address our economic, environmental, and social impacts.

Materiality Assessment is one of the ways of identifying material issues along with ESG issues in consultation of various stakeholders. This is done though circulating questionnaire among stakeholders to assess and rank the relative importance of selected ESG topics. The outcome of the assessment is plotted on the graph so as to focus ESG initiatives and building out a comprehensive strategic framework. In the year 2025, Materiality assessment has been carried out.

We have different committees which take care of matters related to different stakeholders including ESG topics & inform the board about the updates. Viz, Risk Management Committee (RMC), Corporate Social Responsibility and Sustainability Committee (CSRS) etc.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, to create long-term value, we take steps to understand each stakeholder group's needs and priorities. The Materiality Assessment was conducted in FY 2025 In consultation with stakeholders, we identified the material issues. After taking poll, issues were prioritised & plotted on a graph. This helped us formulating time bound ESG targets, short term/long term plans and goals with a monitoring mechanism.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company identifies the need of communities, including vulnerable and marginalised groups and accordingly works on various programs through Corporate Social Responsibility initiatives. The initiatives undertaken by the Company under the thrust areas of Corporate Social Responsibility initiatives are undertaken after assessing the need of the communities including the vulnerable/ marginalised stakeholder groups and other members of the community. The Company has undertaken the initiatives like provision of low-cost medical facilities for such classes of people, Skill development programme for Women, Infrastructural development of Schools for underprivileged children etc.

Principle 5:

Businesses should respect and promote Human Rights

Respecting human rights is fundamental to our values, policies and business strategy. The Company is determined to have a workplace where everyone is treated equitably, without any discrimination based on gender, caste, creed, or religion.

ESSENTIAL INDICATORS

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Male	1274	1274	100	1235	1235	100
Female	136	136	100	107	107	100
Others	-	-	-	-	-	-
Total	**1410**	**1410**	**100**	**1342**	**1342**	**100**
Other than Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Others	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**
Workers						
Male	922	922	100	1029	1029	100
Female	19	19	100	32	32	100
Others	-	-	-	-	-	-
Total	**941**	**941**	**100**	**1061**	**1061**	**100**
Other than Permanent Workers						
Male	4048	4048	100	3851	3851	100
Female	1047	1047	100	784	784	100
Others	-	-	-	-	-	-
Total	**5095**	**5095**	**100**	**4635**	**4635**	**100**
Grand Total	**7446**	**7446**	**100**	**7038**	**7038**	**100**

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	1274	-	-	1274	100	1235	-	-	1235	100
Female	136	-	-	136	100	107	-	-	107	100
Others	-	-	-	-	-	-	-	-	-	-
Total	**1410**	**-**	**-**	**1410**	**100**	**1342**	**-**	**-**	**1342**	**100**
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Others	-	-	-	-	-	-	-	-	-	-
Totals	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Permanent Workers										
Male	922	-	-	922	100	1029	-	-	1029	100
Female	19	-	-	19	-	32	-	-	32	100
Others	-	-	-	-	100	-	-	-	-	-
Total	**941**	**-**	**-**	**941**	**100**	**1061**	**-**	**-**	**1061**	**100**

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Other than Permanent										
Male	4048	-	-	4048	100	3851	-	-	3851	100
Female	1047	-	-	1047	-	784	-	-	784	100
Others	-	-	-	-	100	-	-	-	-	-
Total	**5095**	**-**	**-**	**5095**	**100**	**4635**	**-**	**-**	**4635**	**100**
Grand Total	**7446**	**-**	**-**	**7446**	**100**	**7038**	**-**	**-**	**7038**	**100**

3. **Details of remuneration/salary/wages, in the following format:**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	14,59,153	-	-
Key Managerial Personnel*	4	12,71,506	2	3,89,461
Employees other than BoD and KMP	1,270	39,688	134	33,908
Workers	922	23,045	19	21,379

* Key Managerial Personnel includes Board of Directors

b. **Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	10.2%	8.37%

4. **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

The Human Resource department through its department heads have the functional responsibility for addressing the grievances redressal related to human rights issues.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The Company has a Human rights policy that guides in case of any grievance reported related to Human rights, evaluation is carried out basis which remediation action is planned by Human Resource Department.

The Company has adopted employee-oriented policies covering areas such as Human Rights Policy, Diversity, Equity and Inclusion Policy, Code of Conduct and Business Ethics, Whistle Blower Policy and prevention of sexual harassment at workplace, which endeavors to provide an environment of care, nurturance and opportunity to accomplish professional aspirations and provide a safe redressal mechanism for employee grievances. With regards to internal mechanisms centered around the policies, the head of Human Resources function ensures that all employee-related grievances are suitably investigated, and action is taken as per due process stipulated in the respective redressal policies. Anonymous grievances are also investigated appropriately.

6. **Number of Complaints on the following made by employees and workers:**

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	NA	NA
Complaints on POSH upheld	NA	NA

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company maintains a zero-tolerance approach towards sexual harassment and discrimination at the workplace. In accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, the Company has constituted an Internal Complaints Committee to address complaints relating to sexual harassment.

The Company ensures that all complaints are handled with utmost sensitivity, confidentiality, and fairness, in line with applicable laws and internal policies. Adequate mechanisms are in place to promote awareness, encourage reporting, and ensure timely redressal, thereby fostering a safe, respectful, and inclusive work environment for all employees.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No).

Yes, Human rights requirements forms a part of the company's agreements and Contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100
Forced/involuntary labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Based on the current year assessment, no gaps have been identified necessitating corrective actions.

Leadership Indicator

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Human rights are a fundamental part of our governance framework, and our Human Rights Policy embodies our commitment to treating all employees with dignity and respect while maintaining a zero-tolerance approach toward any form of abuse or violation. We have not received any human rights complaints during the financial year under review.

To ensure compliance across our value chain, we require vendors and partners to strictly follow our Suppliers Code of Conduct. These ongoing efforts help us strengthen our human rights practices.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Our human resources department drives the implementation of human rights policies and processes to ensure adherence across the organization. The Code of Conduct (CoC) underpins our commitment to ethical practices, applying to all employees. Our Whistleblower Policy ensures confidentiality and robust identity protection for both permanent and contractual employees, along with efficient mechanisms to address grievances. Vendors and service providers are required to comply with our Supplier Code of Conduct.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, our offices and facilities are fully accessible to individuals with disabilities.

Principle 6:

Businesses should respect and make efforts to protect and restore the Environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources(GJ)		
Total electricity consumption (A)	11,921	15,302
Total fuel consumption (B)	1,49,138	1,82,826
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**1,61,059**	**1,98,128**
From non-renewable sources(GJ)		
Total electricity consumption (D)	1,10,213	92,346
Total fuel consumption (E)	7,30,605	6,94,643
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**8,40,818**	**7,86,989**
Total energy consumed (A+B+C+D+E+F) (GJ)	**10,01,877**	**9,85,117**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	179.58 (GJ / ₹ in crores)	221.05 (GJ / ₹ in crores)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	3652.75 (GJ / ₹ in crores)	4,566.83 (GJ / ₹ in crores)
Energy intensity in terms of physical output	1.84 (GJ / MT)	1.80 (GJ / MT)
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Notes:

1. 16.08% of energy is consumed from renewable sources in relation to total energy consumed.
2. The Purchasing Power Parity (PPP) factor considered for FY 2025-26 is 20.34 as recommended by IMF (FY 2024-25: 20.66 recommended by IMF)
3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? b. If Yes, name of the external agency

   Yes, Reasonable Assurance has been carried out by Moore Singhi Advisors LLP

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (a) If yes, disclose whether targets set under the PAT scheme have been achieved. (b) In case targets have not been achieved, provide the remedial action taken, if any.

PAT scheme is not applicable to the Company.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	10,808	22,833
(ii) Ground water	4,95,752	4,59,935
(iii) Third party water	18,838	24,068
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**5,25,398**	**5,06,836**
Total volume of water consumption (in kiloliters)	**5,25,398**	**5,06,836**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	94.18 (KL / ₹ in crores)	113.73 (KL / ₹ in crores)
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	1,915.55 (KL / ₹ in crores)	2,349.60 (KL / ₹ in crores)

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water intensity in terms of physical output	0.97 (KL / MT)	0.93 (KL / MT)
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Notes:

1. The Purchasing Power Parity (PPP) factor considered for FY 2025-26 is 20.34 as recommended by IMF (FY 2024-25: 20.66 recommended by IMF.
2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? b. If Yes, name of the external agency

   Yes, Reasonable Assurance has been carried out by Moore Singhi Advisors LLP

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharged by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	**-**	**-**

Note:

1. The company does not discharge any water from its operations; additionally we have taken initiatives to reduce our dependency on fresh water.
2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

   Yes, Reasonable Assurance has been carried out by Moore Singhi Advisors LLP

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide detailsof its coverage and implementation.

The company implements various tertiary treatment measures to achieve Zero Liquid Discharge (ZLD), such as :

1. Effluent Treatment Plant (ETP 350 CMD) facility, which includes primary, secondary, and tertiary treatment for all product processes.
2. Multi Effect Evaporation Plant with a capacity of 200 KLD, aimed at achieving ZLD.
3. Sewage Treatment Plant (STP 150 CMD & 10 CMD) utilizing UF technology for sewage effluent treatment and recycling, specifically for garden.
4. One of the Solar's ETP (15 CMD) employs a Neutralization System for treated water recycling back to the process plant

6. Please provide details of air emissions (other than GHG emissions) by the entity, in thefollowing format:

Parameter	Please specify Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	MT/A	10.20	11.86
SOx	MT/A	14.28	11.36
Particulate matter (PM)	MT/A	5.61	7.05
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note:

1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, nameof the external agency

   Yes, Reasonable Assurance has been carried out by Moore Singhi Advisors LLP.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity in the following format:

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	69,065	65,713
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	21,735	18,649
Total Scope 1 and Scope 2 emissions (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		16.28 (MT / ₹ in crores)	18.93 (MT / ₹ in crores)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		331.05 (MT / ₹ in crores)	391.09 (MT / ₹ in crores)
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.17 (tCO_2e / MT)	0.15 (tCO_2e / MT)
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.		NA	NA

Note:

1. The Purchasing Power Parity (PPP) factor considered for FY 2025-26 is 20.34 as recommended by IMF (FY 2024-25: 20.66 recommended by IMF).
2. We report our emissions with reference to the latest Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).
3. Scope 1 Emission factors are reported as per the UN's Intergovernmental Panel on Climate Change (IPCC), 2006.
4. For Diesel, we have taken density as 0.84 kg/m3 as per Indian standards.
5. Scope 2 Emissions are reported with grid emission factor from Version 21 of the Central Electrical Authority's CO2 database.
6. For Financial Year 2025-26, the biogenic CO_2 emissions from combustion of biomass (briquettes) was 14,914 MT.
7. Although absolute emissions increased during the year, revenue emissions intensity decreased by 14%, reflecting improved carbon efficiency.
8. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

   Yes, Reasonable Assurance has been carried out by Moore Singhi Advisors LLP.

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details

Yes, the Company initiatives are aligned with emissions management towards minimizing carbon footprint. Some of the initiatives are as follows:

1. Transition to Brushless Direct Current (BLDC) Fans: Traditional ceiling fans across all offices and buildings were upgraded to energy-efficient BLDC models, generating significant savings in annual power consumption.

2. Deployment of Air-Operated Double Diaphragm (AODD) Pumps in Crystallizers: The existing hot water centrifugal pumps were swapped out for AODD pumps, enhancing operational safety while simultaneously cutting down yearly energy usage.

3. Diesel Generator (DG) Synchronisation Initiative: A synchronisation project was launched to integrate DG sets into a closed-loop power network. This setup enables seamless automatic backup, supplies load on demand to minimise diesel usage, offers greater maintenance flexibility, and boosts overall system reliability.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	527.39	579.16
E-waste (B)	4.87	4.52
Bio-medical waste (C)	0.005	0.005
Construction and demolition waste (D)	400	-
Battery waste (E)	7.53	4.80
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	2,200.38	1,825.27
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	10,721.57*	5,015.03
Total (A+B + C + D + E + F + G+ H)	**13,861.73**	**7,428.78**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	2.48 (MT / ₹ in crores)	1.67 (MT / ₹ in crores)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	50.54 (MT / ₹ in crores)	34.44 (MT / ₹ in crores)
Waste intensity in terms of physical output	0.03 (MT / MT)	0.01 (MT / MT)
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

* Other non-hazardous waste generation has increased significantly on account of increase in boiler capacity which has resulted in bed ash generation w.e.f. FY 2025-26.

Note:

1. The Purchasing Power Parity (PPP) factor considered for FY 2025-26 is 20.34 as recommended by IMF (FY 2024-25: 20.66 recommended by IMF)

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
(i) Recycled	2,231.84	2,253.42
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**2,231.84**	**2,253.42**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
(i) Incineration	1,966.50	1,556.36
(ii) Landfilling	9,425.36	3,544.47
(iii) Other disposal operations	0	0
Total	**11,391.86**	**5,100.83**

Note : Indicate if any independent assessment/ evaluation/ assurance has been carried out for Waste Category by an external agency? If yes, name of the external agency

Yes, Reasonable Assurance has been carried out by Moore Singhi Advisors LLP

10. a. Briefly describe the waste management practices adopted in your establishments.

The Company has a robust mechanism for waste handling, transportation and disposal aligning closely with regulations and guidelines set by the Central/ State Pollution Control Boards (CPCB/ SPCB). Embracing the concept of circular economy - Reduce, Reuse, and Recycle –to minimize the waste by using alternative raw materials, optimizing consumption, and improving process efficiency to ultimately reduce dependency on virgin resources. The Company diligently segregates waste at the source into hazardous and non-hazardous categories and has partnered with authorized agencies for proper management and disposal of the waste.

b. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We have adopted several ways to minimize the waste, such as using alternative raw materials, optimizing the consumption, improving the process efficiency, etc.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not Applicable

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

No, there were no Environmental Impact Assessments of projects that were undertaken during the reporting period

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder If not, provide details of all such non-compliances, in the following format:

Yes, The Company is in compliance with the stipulated laws

Leadership Indicator

1. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Type	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy	Adoption of Brushless Direct Current (BLDC) Fans	Conventional ceiling fans across offices and buildings were replaced with energy-efficient BLDC fans, which consume significantly less power while delivering equivalent airflow performance.	Annual energy savings of approximately 9,072 kWh was achieved.
2	Energy	Air-Operated Double Diaphragm (AODD) Pump Installation for Crystallizers	Conventional hot water centrifugal pumps used in crystallizers were replaced with an energy-efficient AODD pump, improving process safety along with reducing power consumption.	Annual energy savings of approximately 5,940 kWh was achieved along with enhanced process safety.

Sr. No	Type	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
3	Energy	Diesel Generator (DG) Synchronisation Project	DG sets were synchronised to create a closed-loop power system, enabling automatic backup, on-demand load supply, maintenance flexibility, and enhanced reliability of power supply.	Reduced diesel consumption, improved system reliability, and operational flexibility during maintenance.
4	Water	Plant Effluent Decolorization via Activated Carbon Filtration	Two reactors were temporarily repurposed to carry out water decolorization through activated charcoal filtration, enabling effluent reuse.	Annual water savings of approximately 9,000 kL was recorded.
5	Water	Filter Wash Water Reutilization	Filter wash water was recycled and reused, reducing water consumption from 0.160 kL to 0.080 kL per two batches across two plants.	Approximately 165 kL monthly (1,320 kL annually) of water was saved.
6	Water	Condensate Recovery from Drying Heat Exchangers	A dedicated condensate collection system was installed to capture 14.4 KLD of condensate from drying heat exchangers for reuse as boiler feed water.	Annual water savings of approximately 3,224 kL were achieved.
7	Water	Crystallization Water Reuse via RO	A new Reverse Osmosis (RO) system was installed to route 17.5 kLD of crystallization water for recycling from the ETP.	Approximately 369.5 kL per month (nearly 2,583 kL annually) of water was recycled.
8	Water	MEEP Condensate Reuse for Distillation Cooling Tower	Softened MEEP condensate (40 kLD) was used in place of borewell water as make-up in the distillation cooling tower.	Annual water savings of approximately 960 kL was achieved.
9	Water	MEEP Condensate Recirculation to Cooling Towers	Condensate from the 200 kLD MEE plant is collected in a 75 kL storage tank and routed through HDPE pipelines as make-up water for cooling towers.	Annual water savings of approximately 500 kL was achieved.
10	Waste	Waste to Wealth Initiative	Waste to Wealth initiative is practiced throughout the year, focused on maximizing resource recovery, re-utilization of by-products, responsible waste management, and promoting circularity across operations.	Enhanced resource recovery, reduced waste disposal, and strengthened circular economy practices across operations.

2. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Solar has established a robust Business Continuity and Disaster Management framework, comprising a Business Risk & Opportunity Register and a comprehensive Onsite / Offsite Emergency Management Plan (EMP). The Business Risk & Opportunity Register systematically identifies key risks across operations and defines structured mitigation strategies, ensuring business resilience and continuity. The Emergency Management Plan (EMP), an integral component of the Company's Safety Management System, has been implemented in line with statutory requirements applicable to Major Accident Hazard (MAH) units. The EMP is designed to deploy adequate systems, resources, and response mechanisms to effectively address any emergency that may impact people, assets, or the environment, thereby minimizing adverse consequences. Through periodic mock drills, training programs, and continual review, Solar reinforces preparedness, ensures regulatory compliance, and upholds its commitment to safeguarding employees, communities, property, and the ecosystem.

Principle 7:

Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is Responsible and Transparent.

ESSENTIAL INDICATORS

1. a) **Number of affiliations with trade and industry chambers/ associations.**

   The Company is associated with 11 trade and industry chambers/ associations.

   b) **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry ("FICCI")	National
2	Confederation of Indian Industry ("CII")	National
3	Society of Indian Defence Manufacturers	National
4	PHD Chamber of Commerce and Industry	National
5	Bharat Shakti	National
6	Vidarbha Industries Association	State
7	Quality Circle Forum of India ("OCFI")	National
8	Explosives Manufacturers Welfare Association	National
9	Safex International	International
10	European Federation of Explosives Engineer ("EFEE")	International
11	International Society of Explosives Engineers ("ISEE")	International

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

   Not Applicable as there were no adverse orders from regulatory authorities on any anti-competitive conduct.

Leadership Indicator

1. **Details of public policy positions advocated by the entity:**

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8:

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

   During FY 2025-26, we have not undertaken any projects that require Social Impact Assessments.

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes / No)	Resulted communicated in public domain	Relevant Web Link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

During FY 2025-26, we have not undertaken any projects that require Rehabilitation and Resettlement (R&R).

Sr. No	Name of project for which R&R is ongoing	State	District	No. of project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (IN INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

We are committed to developing communities around our sites and redressing their grievances and concerns. Our people regularly engage with communities living around the sites to understand their concerns, and in case of a specific grievance, it is investigated and acted upon.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Directly sourced from MSMEs/ Small producers	34.86	21.24
Directly from within India	84.35	84.99

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost)

Location	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Rural	66.34%	65.53%
Semi-urban	4.63%	5.24%
Urban	5.60%	6.56%
Metropolitan	23.43%	22.67%

Leadership Indicator

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)

No. Our suppliers are selected based on their performance on various parameters and standards including cost, quality, delivery, technology, and sustainability. Before being awarded a project, all suppliers must comply with the established sourcing guidelines.

(b) From which marginalized /vulnerable groups do you procure?

Not applicable as answer to above question (a) is "No"

(c) What percentage of total procurement (by value) does it constitute?

Not applicable as answer to above question (a) is "No"

Principle 9:

Businesses should engage with and provide value to their Consumers in responsible manner.

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

   The Company has implemented a robust Customer Relationship Management ("CRM") mechanism to facilitate effective redressal of customer concerns. Customers can register their complaints through the CRM system and monitor the status of resolution in a transparent manner. Resolution of customer grievances is accorded high priority and is monitored closely to ensure timely and effective closure.

   Complaint redressal is regularly reviewed at multiple levels of management to ensure accountability and continuous improvement. In addition, the Stakeholders' Relationship Committee of the Board periodically undertakes a detailed review of stakeholder complaints, thereby strengthening oversight and reinforcing the Company's commitment to responsive and stakeholder-centric governance.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

information related to	As a percentage to total turnover
Environment and Social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	Not Applicable

3. **Number of consumer complaints in respect of the following:**

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	6	Nil	All the complaints are resolved

4. **Details of instances of product recalls on account of safety issues:**

	Number	Reason for recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

   Yes, the Company has adopted a comprehensive Data Privacy Policy and is firmly committed in ensuring a high level of protection in relation to the processing of personal data of its employees, vendors, clients, and customers. The Company processes personal data in accordance with applicable data protection laws and relevant regulatory requirements, with due regard to confidentiality, integrity, and security of information.

   To safeguard sensitive information and maintain controlled access, the Data Privacy Policy is hosted on the Company's internal intranet and is accessible to authorized personnel only. This framework reinforces the Company's commitment to responsible data handling, information security, and stakeholder trust.

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/ action taken by regulatory authorities on safety of products/ services.**

   In FY 25, there were no reported instances of issues regarding advertising, delivery of essential services, cyber security, data privacy of customers or product recalls. We have adhered to best practices in security. Efforts are in place to continually strengthen the quality assurance system and to improve delivery timelines.

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches**

      Nil, there were no instances of reportable data breaches

   b. **Percentage of data breaches involving personally identifiable information of customers**

      Not Applicable as there were no instances of reportable data breaches

   c. **Impact, if any, of the data breaches**

      Not Applicable.

Leadership Indicator

1. **Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).**

   All the product information with Technical Safety Data Sheets are available on our Company's website www.solargroup.com. Customer's specifically requesting copies of the same are forwarded through E-mail or in a physical copy.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

   We understand the importance of providing accurate and transparent product information to our customers. Technical Safety Data Sheets are made available with the product which is also available on the Company's website. Regular interaction with customers is done by our technical team and various trainee programs are conducted to educate on safe and efficient use of products.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

   At Solar, we do not deal with any essential services. However, in case of any disruption, we can disseminate information through our website, various mass media platforms, social media platforms, distribution networks, sales representatives and E-mails.

4. a. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief.**

      Yes, The Company ensures strict adherence to all the applicable regulations for product information and labelling. All the critical products are supplied with safety instructions highlighting the Do's and Don'ts while handling the products.

   b. **Did your entity carry out any survey about consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole?**

      Yes, Solar conducts customer satisfaction surveys to improve its services and to meet the customer's expectations.