INOX Wind Limited

CIN : L31901HP2009PLC031083

Corporate Office: INOXGFL Towers, Plot No.17, Sector-16A, Noida-201301, Uttar Pradesh, India.
Tel: +91-120-6149600 | contact@inoxwind.com
Fax: +91-120-6149610 | www.inoxwind.com

IWL: NOI: 2026 3rd September, 2026

The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai 400 001	The Secretary National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra (E) Mumbai 400 051

Scrip code: 539083 **Scrip code: INOXWIND**

Sub: Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2025-26, along with an Independent Practitioner's Reasonable Assurance Report. The BRSR forms an integral part of the Annual Report of the Company for the Financial Year 2025-26 which can also be accessed at the Company's website at https://inoxwind.com.

We request you to take the above on record.

Thanking You

Yours faithfully,
For **Inox Wind Limited**

DEEPAK BANGA Digitally signed by DEEPAK BANGA Date: 2026.09.03 21:56:27 +05'30'

Deepak Banga
Company Secretary

Encl.: As above

Business Responsibility & Sustainability Reporting

SECTION - A GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L31901HP2009PLC031083
2. Name of the Listed Entity	Inox Wind Limited ("IWL")
3. Year of incorporation	2009
4. Registered office address	Plot No. 1, Khasra Nos. 264 to 267 Industrial Area, Village Basal, Una-174303, Himachal Pradesh
5. Corporate address	INOXGFL Towers, Plot No.17 Sector 16A, Noida 201301, Uttar Pradesh
6. E-mail	investors.iwl@inoxwind.com
7. Telephone	+91-120-6149600
8. Website	https://inoxwind.com/
9. Financial year for which reporting is being done	2025-26
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11. Paid-up Capital	Rs. 1728,23,78,220/-
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	a. Name of Responsible Person: - Shri Deepak Banga b. Designation of Responsible Person: - Company Secretary and Compliance Officer c. Email ID: - investors.iwl@inoxwind.com d. Contact Number- Mobile/ Telephone/ Landline: - +91-120-6149600
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	On a Standalone Basis
14. Name of assurance provider	M/s Jaimin & Associates
15. Type of assurance obtained	Reasonable Assurance on BRSR Core

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Wind Turbine Generators and its component	Manufacturing	95%
2	Sale of Services	Services	05%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Wind Turbine Generators	27101	95 %
2	Sale of Services	-	05 %

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4	6	10
International	0	0	0

19. Markets served by the entity:

a. Number of Locations:

Locations	Number	States/Countries
National (No. of States)	08	Rajasthan, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Andhra Pradesh & Tamil Nadu
International (No. of Countries)	---	N.A.

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

The Company has only domestic turnover.

c. A brief on types of customers

The Company is primarily engaged in the manufacturing of Wind Turbine Generators (WTGs) and provides end-to-end wind energy solutions. Its operations include the supply of WTGs to independent power producers, public sector undertakings (PSUs), and a diverse portfolio of commercial and industrial (C&I) customers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Employees					
1	Permanent (D)	334	305	91.32	29	8.68
2	Other than Permanent (E)	128	127	99.22	1	0.78
	Total employees (D + E)	**462**	**432**	**93.51**	**30**	**6.49**
	Workers					
3	Permanent (F)	975	974	99.90	1	0.10
4	Other than Permanent (G)	698	652	93.41	46	6.59
	Total workers (F + G)	**1673**	**1626**	**97.19**	**47**	**2.81**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	Employees					
1	Permanent (D)	0	0	NA	0	NA
2	Other than Permanent(E)	0	0	NA	0	NA
	Total Differently abled employees (D + E)	**0**	**0**	**NA**	**0**	**NA**
	Workers					
3	Permanent (F)	0	0	NA	0	NA
4	Other than Permanent G)	0	0	NA	0	NA
	Total Differently abled workers (F + G)	**0**	**0**	**NA**	**0**	**NA**

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	-

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	Turnover rate in FY 2025-26			Turnover rate in FY 2024-25			Turnover rate in FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.79%	18.52%	23.38%	33.33%	35.56%	33.49%	22.81%	52.94%	24.76%
Permanent Workers	24.54%	0%	24.54%	22.92%	0%	22.92%	19.63%	0%	19.63%

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 (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Inox Green Energy Services Limited ("IGESL")	Subsidiary	51.13%	No
2.	Inox Renewable Solutions Limited ("IRSL")	Subsidiary	88.84%	No
3.	Wind Four Renergy Private Limited	Step-down Subsidiary	100% held by IGESL	No
4.	Suswind Power Private Limited	Step-down Subsidiary	100% held by IGESL	No
5.	Vasuprada Renewables Private Limited	Step-down Subsidiary	100% held by IGESL	No
6.	IGESL Solar O&M Services Private Limited	Step-down Subsidiary	100% held by IGESL	No
7.	Vibhav Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
8.	Haroda Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
9.	Khatiyu Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
10.	Ravapar Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
11.	Vigodi Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
12.	Tempest Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
13.	Vuelta Wind Energy Private Limited	Step-down Subsidiary	100% held by IGESL	No
14.	I-Fox Windtechnik India Private Limited	Step-down Subsidiary	51% held by IGESL	No
15.	Resowi Energy Private Limited	Step-down Subsidiary	51% held by IGESL	No
16.	Waft Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
17.	Marut-Shakti Energy India Limited	Step-down Subsidiary	100% held by IRSL	No
18.	Satviki Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
19.	Sarayu Wind Power (Tallimadugula) Private Limited	Step-down Subsidiary	100% held by IRSL	No
20.	Sarayu Wind Power (Kondapuram) Private Limited	Step-down Subsidiary	100% held by IRSL	No
21.	Vinirrmaa Energy Generation Private Limited	Step-down Subsidiary	100% held by IRSL	No
22.	RBRK Investments Limited	Step-down Subsidiary	100% held by IRSL	No
23.	Amiya Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
24.	Dangri Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
25.	Dharvi Kalan Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
26.	Ghanikhedi Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
27.	Junachay Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
28.	Kadodiya Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
29.	Lakhapar Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
30.	Laxmansar Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
31.	Pokhran Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
32.	Fategarh Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
33.	Ramsar Wind Energy Private Limited	Step-down Subsidiary	100% held by IRSL	No
34.	Sadla Windone Private Limited	Step-down Subsidiary	100% held by IRSL	No
35.	Sadla Windtwo Private Limited	Step-down Subsidiary	100% held by IRSL	No
36.	Sadla Windthree Private Limited	Step-down Subsidiary	100% held by IRSL	No
37.	Giral BESS Private Limited	Step-down Subsidiary	100% held by IRSL	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): Rs. 34,98,74.04/- Lakhs

(iii) Net worth (in Rs.): Rs. 4,51,940.74/- Lakhs

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:

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	0	0	NA	0	0	NA
Investors (other than shareholders)		0	0	NA	0	0	NA
Shareholders		47	0	NA	5	0	NA
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

Website Link: https://inoxwind.com/investor-correspondence-grievance

26. Overview of the entity's material responsible business conduct issues

S. 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	Piling of inventory and early supplier payments	Risk	Delays or cancellations of large-scale wind farm projects may lead to excess inventory, resulting in increased storage costs, potential damage to sensitive components like turbine blades, and working capital blockage. Prolonged storage of bulky or high-cost items not only impacts the bottom line but also ties up valuable working capital, further straining financial resources. Effective inventory management is essential to mitigate these risks and prevent unnecessary financial constraints.	At Inox Wind, we have significantly improved our inventory management practices, reducing the risk of piling up inventories. However, factors such as pending government approvals, which are required for turbine commissioning, can still contribute to an increase in finished product inventory. This issue is being closely monitored, and we expect it to be fully resolved within the next 1 to 2 months, further minimizing the risk of excess inventory. We have also discontinued the practice of making early payments to suppliers followed by account reconciliation.	Negative: Increased inventory carrying costs, working capital blockage, reduced cash flow, and potential inventory obsolescence.
2	Risk of Market consolidation	Risk	Market consolidation could lead to increased competition, putting pressure on IWL to maintain market share and profitability as larger players dominate the sector.	To mitigate this risk, IWL is positioning itself strategically by leveraging the 4MW Wind Turbine Generators, which are set for a commercial launch by FY26, as a differentiator in the market. By ensuring continuous innovation through R&D, IWL aims to maintain its competitive edge against larger players. Furthermore, the new manufacturing facility in Gujarat will increase production capacity by 800 to 1000MW, allowing IWL to meet growing demand and scale operations efficiently, reinforcing its market position. Strengthening relationships with key suppliers will ensure a reliable supply chain and maintain product quality. IWL will also focus on proactive market analysis and customer engagement, identifying emerging trends and customer needs to effectively compete in a consolidating market. This approach will enable the company to retain and expand its market share despite increased competition.	Negative: Loss of market share, pricing pressure, reduced revenues, and lower profit margins.

S. 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)
3	Risk of Contract Attrition	Risk	Rising competition in wind energy may cause client loss and contract terminations. Weak contracts and poor financial safeguards increase risk of early exits and payment defaults.	In the past, the company faced risks of contract attrition due to competitive pressures and changing market dynamics. However, proactive measures, such as strengthening customer relationships, offering incentives, and renegotiating terms ahead of contract renewals, have successfully mitigated these risks, leading to a more stable contract base. To further safeguard against potential issues, the company has implemented robust contract termination clauses that protect against early attrition, ensuring financial and legal security. Additionally, in cases where payment issues arise on the part of customers, the company is exploring short-closing orders as a strategy to mitigate any financial strain, ensuring that operations remain secure and financial exposure is minimized. These actions have positioned the company to better navigate potential challenges while maintaining strong, long-term partnerships with both customers and suppliers.	Negative: Loss of revenue, increased customer acquisition costs, contractual claims, and reduced profitability.
4	Customer dissatisfaction / damage relationship with customer.	Risk	Loss to reputation of organization and financial loss in the form of compensation and penalty	To mitigate financial and contractual risks, IWL has enhanced execution capabilities to ensure timely project delivery and avoid LDs. It has improved turbine availability to boost operational efficiency. By shifting to a limited-scope model—focused on supply and supervision for IPPs—IWL reduces execution risks. For PSUs and key C&I clients, it continues offering turnkey solutions, backed by strong service quality and relationship-based negotiations to minimize financial exposure.	Negative: Higher compensation and penalty costs, loss of repeat business, and adverse impact on revenue and brand value.
5	Risk of Supply Chain Disruptions	Risk	Inox Wind's reliance on a limited number of suppliers for critical components heightens risks of supply shortages, delays, and price fluctuations, potentially disrupting production timelines, cost efficiency, and project execution.	To mitigate Balsa Wood supply disruptions, IWL has strategically introduced Resin as an alternative in select applications, reducing dependency without compromising quality or performance. However, some critical blade sections still require Balsa Wood to maintain structural integrity and aerodynamic efficiency. This balanced approach helps minimize supply chain risks while ensuring adherence to performance standards.	Negative: Increased procurement costs, production delays, higher operational expenses, and delayed project revenues.

S. 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)
6	Techological Risks - Change in Key Technology	Risk	Reliance on external technology providers for critical components and upgrades may pose operational and strategic uncertainties.	IWL aims to mitigate technology-related risks through its secured license for 4MW Wind Turbine Generators, set for commercial launch in FY26. A new Gujarat facility will add 800–1000 MW of capacity, enhancing adaptability to evolving tech and market demands. The company is also strengthening supplier ties for advanced materials, closely tracking regulatory changes, and adopting an agile development approach to stay aligned with emerging trends.	Negative: Increased capital expenditure, technology upgrade costs, reduced competitiveness, and potential loss of business opportunities.
7	Renewable energy adoption	Opportunity	Increasing global demand for renewable energy solutions aligns with Inox Wind's business.	Investing in research and development to enhance the efficiency and capacity of wind turbines.	Positive: Increased revenue opportunities, market expansion, higher order inflows, and long-term business growth.
8	Expansion into emerging markets	Opportunity	Growth potential; new customer base	Market research; strategic partnerships	Positive: Diversified revenue streams, expanded customer base, improved market share, and enhanced profitability.
9	Risk of Escalation of Cost	Risk	The reliance on critical materials such as balsa wood, epoxy resins, and rare earth elements creates vulnerabilities to supply chain disruptions, price volatility, and geopolitical uncertainties. Limited supplier diversity and the concentration of sourcing in specific regions increase the risk of shortages and cost fluctuations, while growing scrutiny of sustainability practices adds further complexity to procurement.	The risk of cost escalation is limited to a few components. For instance, an increase in steel prices has minimal impact on us, except for towers. For some of our customers, we have a cost escalation clause in place. Regarding copper, we have agreements with suppliers that include a pricing formula to account for fluctuations in copper prices for cables. Additionally, we have fixed-price arrangements with vendors for several components. For example, fabric prices for blades are fixed, epoxy prices are locked in for three years, and most other turbine components, except cables, are also secured under fixed pricing agreements.	Negative: Higher input costs, reduced operating margins, increased project costs, and pressure on profitability.
10	Chemicals used as raw materials and the process waste of composites in blades are hazardous in nature.	Risk	The Company is disposing of the uncured and/or hazardous waste as per norms prescribed by the State Pollution Control Board for incineration & then land filling, coprocessing, etc. by generating the Statutory Manifest.	The Company is bearing the cost of such safe disposal of hazardous waste in terms of internal segregation, processing in machines, transportation to safe processing units, etc. as a part of its daily production activities. Required resources are accordingly budgeted, which is a major cost to the Company for the safe disposal of hazardous wastes.	Negative: Increased waste management and compliance costs, potential environmental liabilities, and higher operating expenses.

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://inoxwind.com/corporate_governance								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, The Company places significant emphasis on ensuring that its operations are aligned with its established internal policies and governance framework. Management is committed to effectively communicating these policies and ensuring they are readily accessible across all relevant functions. A strong focus is maintained on integrating policy requirements into day-to-day business operations through clearly defined procedures and practices. This structured approach enables the Company to promote regulatory compliance, uphold ethical business conduct, and maintain high standards of integrity and accountability across all aspects of its operations.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, The Company actively promotes sustainable and socially responsible practices throughout its value chain. These principles are embedded within its business operations and are supported by robust environmental and social policies. The Company remains committed to creating positive social impact while minimizing its environmental footprint. Recognizing that sustainable value creation requires collective effort, the Company continues to engage and collaborate with its value chain partners to strengthen responsible business practices, enhance shared value, and drive meaningful, long-term sustainability outcomes.								
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.	ISO 45001 : 2018: Occupational Health and Safety Management System. ISO 14001 : 2015: Environmental Management System. ISO 9001 : 2015 : Quality Management System.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to advancing sustainable development by integrating environmental stewardship into every aspect of its operations. As a leading provider of wind energy operations and maintenance services, the Company contributes to the global transition towards clean and renewable energy, helping reduce greenhouse gas emissions and supporting efforts to mitigate the impacts of climate change. Recognizing its responsibility as a key participant in the renewable energy sector, the Company continually strives to minimize its environmental footprint by adopting responsible business practices that not only comply with applicable environmental regulations but also promote higher standards of environmental performance. Its sustainability initiatives focus on improving resource efficiency, conserving natural resources, reducing waste generation, and supporting biodiversity wherever feasible. The Company remains committed to fostering a low-carbon future through continuous investment in innovation, technology, and operational excellence to enhance the efficiency and reliability of renewable energy assets under its management. By balancing economic growth with environmental responsibility, the Company seeks to create long-term value for its stakeholders while contributing positively to climate action and sustainable development.								

	Beyond environmental stewardship, the Company actively engages with local communities to create shared value through employment generation, economic development, and community well-being. Its sustainability approach integrates environmental, social, and governance (ESG) principles into business decision-making and emphasizes collaboration with customers, suppliers, communities, employees, and other stakeholders to drive meaningful and lasting positive impact. Through these collective efforts, the Company remains committed to building a cleaner, more resilient, and sustainable future for generations to come.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Guided by an innovative and customer-centric approach, the Company aspires to be a trusted leader in the renewable energy sector. Its solutions are designed to enhance the efficiency and reliability of renewable energy assets, support the reduction of greenhouse gas emissions, and contribute to the global transition towards a low-carbon economy. By embedding sustainability into its business strategy and operations, the Company is committed to creating long-term value for its stakeholders while delivering positive environmental and social outcomes. The Company recognizes that achieving sustainability objectives is an ongoing journey. While certain targets have not yet been fully attained, it remains committed to continuous improvement through regular performance reviews, implementation of corrective actions, and refinement of its strategies and processes. Going forward, the Company will continue to focus on improving operational excellence, fostering innovation, strengthening stakeholder partnerships, and enhancing organizational capabilities to support sustainable growth and achieve its long-term strategic objectives.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Inox Wind Limited, sustainability is embedded within our corporate philosophy and long-term business strategy. As a leading manufacturer of Wind Turbine Generators (WTGs), we recognize our responsibility in advancing the global transition towards clean and renewable energy while creating long-term value for all stakeholders. Our approach to sustainable growth is founded on responsible business practices, operational excellence, and a steadfast commitment to environmental stewardship, social responsibility, and sound governance.

We have integrated Environmental, Social, and Governance (ESG) principles across our operations, decision-making processes, and value chain. Sustainability is not a standalone initiative but a core element of our business strategy, guiding the way we innovate, manage risks, engage with stakeholders, and pursue long-term growth. In line with our climate ambitions, we remain committed to achieving Net Zero Carbon operations by 2035 through continuous improvements in operational efficiency, resource optimization, and the adoption of cleaner technologies.

Our near-term priorities include strengthening responsible sourcing practices, enhancing supply chain sustainability, and providing a safe, healthy, and inclusive workplace that upholds the highest standards of human rights, labour practices, and employee well-being. We are equally focused on building resilient supplier relationships founded on ethical conduct and responsible business practices.

Over the medium to long term, we will continue to reduce the environmental footprint of our manufacturing operations by improving energy efficiency, optimizing water consumption, minimizing waste generation, and promoting circular economy principles through enhanced resource recovery and sustainable material management. We are also committed to progressively increasing the use of renewable energy across our facilities, strengthening ESG expectations throughout our supply chain through a Supplier Code of Conduct, and investing in initiatives that support education, healthcare, livelihood enhancement, and community development in the regions where we operate.

Our people remain at the heart of our sustainability journey. We will continue to foster an inclusive and diverse workplace by strengthening employee engagement, learning and development, health and safety, and well-being initiatives, while cultivating a culture of innovation, collaboration, and accountability.

Transparency, accountability, and continuous improvement remain fundamental to our ESG strategy. We are committed to enhancing the quality of our sustainability disclosures through globally recognized reporting frameworks, improving the measurement and management of our environmental impacts, and maintaining robust governance systems that reinforce stakeholder trust.

As the Directors responsible for the Business Responsibility and Sustainability Report, We reaffirm our unwavering commitment to responsible and sustainable growth. By integrating sustainability into every aspect of our business, fostering innovation, and upholding the highest standards of integrity and governance, we aspire to create enduring value for our stakeholders while contributing meaningfully to a low-carbon, resilient, and inclusive future.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Devansh Jain and Shri Manoj Dixit, Whole-time Directors of the Company are responsible for implementation and oversight of the Business Responsibility policy (ies).
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 Business Responsibility and Sustainability Committee. Shri Devansh Jain, Whole-time Director Shri Manoj Dixit, Whole-time Director Shri Mukesh Manglik, Non-Executive Director Chief Financial Officer

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	To maintain consistent compliance, the company regularly carries out thorough audits and evaluations of its policies and procedures across all its locations.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company's robust framework of internal controls and checks ensures strict adherence to all legal and regulatory requirements. Any instances of non-compliance are promptly addressed through timely and appropriate corrective measures.								
Frequency (Annual/ Half yearly/Quarterly/ Any other- please specify)	Annually & quarterly respectively.								

11.

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	No								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy,

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	N.A.								
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Sr. No.	NGBRC Principles
01	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.
02	Businesses should provide goods and services in a manner that is sustainable and safe.
03	Businesses should respect and promote the well-being of all employees, including those in their value chains.
04	Businesses should respect the interests of and be responsive to all its stakeholders.
05	Businesses should respect and promote human rights.
06	Businesses should respect and make efforts to protect and restore the environment.
07	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
08	Businesses should promote inclusive growth and equitable development.
09	Businesses should engage with and provide value to their consumers in a responsible manner.

PRINCIPLE 1

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Essential Indicators

1. Percentage coverage by training and awareness programmes 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 people in respective category covered by the awareness programmes
Board of Directors	1	• ESG & Sustainability Meet	100
Key Managerial Personnel	2	• Knowing the Sustainable Development Goals • Social Accountability & Responsibility • Fair Business Practices (FBP) • Presentation Skills • Customer Delight	>90%w

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of people in respective category covered by the awareness programmes
Employees other than BOD and KMPs	133	• Data Privacy and Digital Personal Data Protection (DPDPA) • Grow Program- On 7 Habits of Highly Effective People • Self Defence for Women • Prevention of Sexual Harassment (POSH) at Workplace • Time Management • Any Other-EHS policy and Emergency (ERP) • Knowing the Sustainable Development Goals • Any Other-BBS (Behaviour Base Safety) • Electrical Safety • Corporate Sustainable Development • Cyber Security • PMSDP- Introduction to PMSDP & Target Setting • Accident & Accident Investigation • HR Awareness INOX WIND (Offices) • Awareness training on SA 8000 • Behaviour Based Safety	>40%
Workers	156	• Any Other-Crane Operation and Part handling Safety • Any Other-HLU Repair procedures Electrical Safety • Any Other-Emergency Response • Any Other-Good Maintenance Practices- Quick change over • Any Other-CRITICAL POINT-PWI-LAYUP & BONDING • Prevention of Sexual Harassment(POSH) at Workplace • Awareness training on SA 8000 • Human Rights Awareness • Gender Sensitivity • Fire & Explosions • Time Management	>50%

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 (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):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	NIL	National Stock Exchange of India Limited and BSE Limited	(1) Rs. 5,60,500 each by NSE & BSE (2) Rs. 1,27,440 each by NSE & BSE	(1) The company had failed to comply with the requirements pertaining to the composition of the Board of the Directors including failure to appoint one independent woman director (2) Prior approval of the shareholders under Regulation 17(1A) was not obtained at the time of appointment of Ms. Urvashi Saxena, as an Independent Director, who had already attained the age of 75 years on the date of appointment.	No

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In Rs.)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Settlement	NIL	NA	NIL	NA	No
Compounding Fee	NIL	NA	NIL	NA	No

Non-Monetary				
	NGRBC Principle	**Name of the regulatory/enforcement agencies/judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	NIL	NA	NA	No
Punishment	NIL	NA	NA	No

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.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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 is committed to upholding the highest standards of integrity, ethical conduct, and transparency across all aspects of its operations. To reinforce a culture of ethical business practices, it conducts regular awareness and training programmes on anti-corruption and anti-bribery for employees, officers, contractors, and other relevant stakeholders, while ensuring strict compliance with its Anti-Corruption and Anti-Bribery Policy.

   Further strengthening its governance framework, the Company has implemented an Anti-Bribery Management System (ABMS) and embedded anti-corruption principles into its human resource policies, operational procedures, and key business processes. These measures are designed to proactively prevent, detect, and address bribery, corruption, and other unethical practices, thereby fostering a culture of accountability and responsible business conduct.

   Web link of the policy: https://inoxwind.com/corporate_governance;

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	NIL	NIL
KMP's		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	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 the 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.

Not applicable, as the Company has not undergone any such instances.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	77	87 days

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.69%	14%
	b. Sales (Sales to related parties / Total Sales)	12.88%	26%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	64.74%	44%
	d. Investments (Investments in related parties / Total Investments made)	0%	0%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered under the partners covered (by value of business done with such partners) under the awareness programmes
	Nil	

2. 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.

In compliance with the provisions of the Companies Act, 2013, the Directors annually disclose any actual or potential conflicts of interest, and such disclosures are duly recorded in the statutory registers maintained by the Company. Directors who have a direct or indirect interest in any matter abstain from participating in the deliberations and voting on the respective agenda items, thereby ensuring impartial decision-making and adherence to sound corporate governance practices.

Further, the Company's Policy on Materiality of Related Party Transactions establishes a comprehensive framework for identifying, evaluating, and managing related party transactions and potential conflicts of interest. The policy is designed to promote transparency, ensure regulatory compliance, and safeguard the interests of the Company and its stakeholders.

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NIL	NIL	N.A.
Capex	NIL	NIL	N.A.

Note: The company has made 56.92 cr. Addition during the year in CWIP and capex investment in specific technology to improve the environment and social impacts.

2. a. *Does the entity have procedures in place for sustainable sourcing?*

Yes, the Company's core business of manufacturing wind turbine generators inherently supports the advancement of a sustainable environment. In line with this commitment, the Company actively works to improve traceability and transparency across its supply chain. This involves monitoring the sourcing of raw materials and components while ensuring adherence to relevant sustainability standards and certifications. Furthermore, the Company prioritizes local procurement wherever feasible, aiming to lower fuel consumption and reduce the environmental footprint associated with transportation.

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

The Company closely monitors the sources of its raw materials to ensure alignment with recognized sustainability standards. It places a strong preference on sourcing from local suppliers whenever possible, aiming to reduce fuel consumption and lower transportation-related emissions.

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.

   Not applicable.

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 Indicators

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? Not Available

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.
NIL					

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. No Issues Identified.

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

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). Not Applicable

Indicate input material	Recycled or re-used input material to total material	
	FY (2025-26)	FY (2024-25)
Nil		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not Applicable

	FY (2025-26)			FY (2024-25)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
Nil	

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)	No.(F)	% (F / A)
Permanent employees											
Male	305	305	100	305	100	NA	NA	305	100	Not Applicable	
Female	29	29	100	29	100	29	100	NA	NA		
Total	**334**	**334**	**100**	**334**	**100**	**29**	**8.68**	**305**	**91.32**		
Other Than Permanent employees											
Male	127	127	100	127	100	NA	NA	127	100	Not Applicable	
Female	1	1	100	1	100	1	100	NA	NA		
Total	**128**	**128**	**100**	**128**	**100**	**1**	**0.78**	**127**	**99.22**		

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)	No.(F)	% (F / A)
Permanent workers											
Male	974	974	100	974	100	NA	NA	974	100	Not Applicable	
Female	1	1	NA	1	NA	1	NA	NA	NA		
Total	**975**	**975**	**100**	**975**	**100**	**1**	**0.10%**	**974**	**97.13%**		
Other Than Permanent workers											
Male	652	All the contract Workers are either covered under the ESIC or Workmen compensation provided by the Contractor.								Not Applicable	
Female	46										
Total	**698**										

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.099%	0.004%

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

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 workers	Deducted and deposited with authority(Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority(Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	-	-	-	-	-	-
Others – please specify	-	-	-	-	-	-

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:-**

   Yes, the Company is committed to providing an inclusive and accessible workplace in compliance with the Rights of Persons with Disabilities Act, 2016. Its facilities are equipped with appropriate accessibility features, including ramps and elevators, to ensure barrier-free access for persons with disabilities and promote an equitable working environment.

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.**

   Inox Wind Limited (IWL) is committed to fostering an inclusive and diverse workplace by providing equal opportunities to all individuals. In compliance with the Rights of Persons with Disabilities Act, 2016, the Company has adopted an Equal Opportunity Policy that ensures fair and non-discriminatory treatment of all employees, including persons with disabilities. The policy promotes equal access to employment, learning and development, career advancement, and a workplace where every individual is empowered to contribute and succeed.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	**100%**	**100%**	**100%**	**100%**

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Permanent employees	

The Company has established a structured and accessible Grievance Redressal Mechanism for all employees and workers to address workplace concerns in a fair, transparent, and timely manner. Employees are encouraged to first seek resolution through their imme-diate supervisor; however, where concerns remain unresolved or cannot be raised at that level, they may be escalated through the formal grievance process. Grievances are reviewed by the Human Resources function or the designated grievance committee, which conducts an impartial and confidential assessment to ensure appropriate resolution in accordance with the Company's policies and applicable legal requirements.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 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)
Total Permanent Employee	334	Not Applicable		359	Not Applicable	
Male	305			334		
Female	29			25		
Total Perma-nent Workers	975			876		
Male	974			876		
Female	1			0		

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Current 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	305	109	35.74%	251	82.30%	334	47	14.07%	297	88.92%
Female	29	15	51.72%	23	79.31%	25	3	12%	25	100%
Total	**334**	**124**	**37.13%**	**274**	**82.04%**	**359**	**50**	**13.93%**	**322**	**89.69%**
Workers										
Male	974	403	41.38%	200	20.53%	876	262	29.91%	441	50.34%
Female	1	1	100%	0	0%	0	0	0%	0	0%
Total	**975**	**404**	**41.44%**	**200**	**20.51%**	**876**	**262**	**29.91%**	**441**	**50.34%**

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Current Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	305	305	100%	334	334	100
Female	29	29	100%	25	25	100
Total	**334**	**334**	**100%**	**359**	**359**	**100**
Workers						
Male	974	974	100%	876	876	100
Female	1	1	100%	0	0	100
Total	**975**	**975**	**100%**	**876**	**876**	**100**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Inox Wind Limited places strong emphasis on the health and safety of its employees through the implementation of a robust Health, Safety, and Environment (HSE) Policy. This policy reflects the Company's unwavering commitment to maintaining a safe and supportive workplace, incorporating key aspects of occupational safety, environmental stewardship, and overall employee welfare.

The HSE Policy serves multiple pivotal functions:

- Risk Mitigation and Incident Prevention: It establishes structured procedures and protocols aimed at reducing potential risks and avoiding workplace incidents.
- Promotion of Sustainable Operations: The policy advocates for environmentally responsible practices that support long-term sustainability.
- Regulatory Adherence and Corporate Responsibility: It ensures full compliance with applicable laws and regulations while reinforcing Inox Wind's dedication to environmental accountability, workforce safety, and employee well-being.

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 has carried out a thorough evaluation of potential risks linked to its operations through a structured Hazard Identification and Risk Assessment (HIRA) framework. This methodical process enables the identification of specific workplace hazards and the assessment of their potential impact on employees, operational integrity, and overall site safety.

To effectively address the identified risks, the Company has established and implemented a series of robust protocols and processes. These include well-defined safety guidelines, standard operating procedures (SOPs), and comprehensive emergency response plans, each tailored to mitigate the distinct hazards present in various operational zones.

In addition, regular training programs and awareness initiatives ensure that all personnel are well-versed in these safety measures and capable of responding to risk scenarios competently and confidently.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, Company has established a comprehensive framework to enable both employees and workers to proactively identify and report work-related hazards while contributing suggestions for safety enhancements. Everyone across the organization is actively encouraged and empowered to participate in this process. Training initiatives ensure that personnel are equipped to recognize potential risks and utilize clearly defined reporting channels, fostering a culture of early hazard detection and prompt risk mitigation.

Regular joint inspections are carried out by teams comprising management and employee representatives, promoting a collaborative approach to identifying hazards and assessing the effectiveness of current safety measures. Through the implementation of this framework, the Company reaffirms its commitment to maintaining a secure and healthy workplace.

By involving employees and workers in hazard identification, reporting, and safety dialogues, the Company cultivates a sense of collective responsibility and ownership. To reinforce a culture of openness and transparency, employees are encouraged to engage in safety discussions through forums such as periodic EHS Committee meetings and Departmental Open Forums.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Recognizing human resources as its most valuable asset, the Company is dedicated to safeguarding the rights and well-being of its employees and workers by providing a safe, supportive, and conducive work environment. As part of this commitment, comprehensive medical benefits are extended to all employees and their family members through Company-supported healthcare programs. Additionally, workers are covered under group insurance schemes, Company-sponsored medical assistance, and, where applicable, statutory entitlements under the Employees' State Insurance Corporation (ESIC), ensuring their health and welfare are well protected.

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Current Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company has implemented a structured framework to ensure a safe and healthy work environment for all employees. This framework emphasizes proactive risk identification, compliance, and ongoing employee engagement. Key initiatives include:

- **Hazard Identification and Risk Assessment (HIRA):** Conducted at regular intervals to identify and mitigate workplace risks effectively.
- **Safety Training and Awareness:** Continuous programs aimed at educating employees on safety protocols and best practices.
- **Routine Safety Audits:** Periodic inspections to ensure adherence to safety standards, with timely resolution of identified issues.
- **Regulatory Compliance:** Full alignment with applicable health, safety, and industry regulations, reinforced by regular policy reviews.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Current 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:

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

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 has implemented focused safety training programs aimed at identifying and correcting unsafe behaviors as a proactive measure to address any safety-related incidents. These programs are either already in place or currently being rolled out across relevant operational areas. The training specifically targets key risks and concerns uncovered through comprehensive evaluations of existing health and safety practices and working conditions. Its primary objective is to ensure that all employees are well-informed about potential hazards and are equipped with the knowledge to prevent accidents by adopting safe work practices. By embedding these training initiatives into its operational culture, the Company continues to enhance overall workplace safety, reduce risk exposure, and foster a preventive mindset among its workforce

Leadership Indicators

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 provides comprehensive Group Medical Insurance coverage to all employees and their eligible dependants, offering financial protection against unforeseen illnesses, injuries, and medical emergencies. The policy is designed to facilitate timely access to quality healthcare services while reducing the financial burden associated with medical treatment.

By covering a broad spectrum of healthcare needs, the Company seeks to enhance the overall well-being of its workforce, minimize out-of-pocket medical expenses, and provide employees and their families with greater financial security and peace of mind during times of need.

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

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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):- No**

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	N.A.
Working Conditions	

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:- Nil**

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 recognizes that meaningful stakeholder engagement is fundamental to creating long-term value and driving sustainable growth. It has adopted a structured and inclusive approach to identify and engage with key stakeholder groups that influence, or are influenced by, its operations, business activities, and value chain.

Through regular and transparent engagement, the Company seeks to understand stakeholder expectations, address their concerns, and incorporate their feedback into its strategic planning and operational decision-making processes. This collaborative approach strengthens stakeholder relationships, fosters mutual trust, enhances the Company's reputation, and enables it to respond effectively to evolving stakeholder expectations while creating shared value.

The Company remains committed to cultivating enduring and mutually beneficial relationships with all its stakeholders as it progresses towards a more sustainable and responsible energy future. It considers every stakeholder impacted by its operations as a valued partner and is dedicated to safeguarding their interests through responsible business practices, transparency, accountability, and ethical governance.

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

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
Investors	No	Meetings, conferences and other correspondence	Annually	Company's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation.
Employees	No	Personal/group interactions, mails and trainings.	Periodically/ throughout the year	Productivity, training, learning and development, career growth, work environment and culture
Suppliers/ Partners	No	Meetings and annual report.	Annually	Discussion on business issues and requirements, quality improvements, business plans and information on applicable statutory requirements and safety standards
Customers / Dealers	No	Meeting, Survey and Web portal	Quarterly	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior manager.
Community	No	Web portal, interactions	Whenever Required	Affirmative Action (AA) initiatives addressing priority areas of improving lives and livelihood.
Government / Regulators	No	Industry representations, meetings and filings	Whenever Required	Compliance, Ethics, Corporate

Leadership Indicators

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 Company maintains continuous and meaningful engagement with its stakeholders through a range of communication channels, including meetings, surveys, consultations, and dedicated stakeholder engagement platforms. This structured approach enables the Company to understand stakeholder expectations, gather valuable feedback, and foster transparent and constructive dialogue.

   Any material feedback, concerns, or issues raised by stakeholders are systematically evaluated and, where appropriate, escalated to the Board of Directors for due consideration. This ensures that stakeholder perspectives are effectively integrated into the Company's governance, strategic decision-making, and risk management processes.

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: -**

   As outlined above, the Company maintains continuous and constructive engagement with its stakeholders and remains receptive to their suggestions, feedback, and concerns. It is committed to considering stakeholder inputs, wherever appropriate, as part of its decision-making and continuous improvement initiatives.

   During the reporting period, however, the Company did not receive any significant suggestions or material feedback from its stakeholder groups that warranted specific action or disclosure.

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

   The Company has set up a dedicated grievance cell to efficiently address client inquiries, requests, and complaints in a timely and effective manner.

PRINCIPLE 5

Businesses should respect and promote human rights.

5 GENDER EQUALITY
10 REDUCED INEQUALITIES

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						
Permanent	334	243	72.75%	359	92	25.63%
Other than permanent	128	0	0%	147	4	2.72%
Total Employees	**462**	**243**	**52.60%**	**506**	**96**	**18.97%**
Workers						
Permanent	975	37	3.79%	876	0	0%
Other than permanent	698	0	0%	574	0	0%
Total Workers	**1673**	**37**	**2.21%**	**1450**	**0**	**0%**

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										
Permanent	334	0	0	334	100%	359	0	0	359	100%
Male	305	0	0	305	100%	334	0	0	334	100%
Female	29	0	0	29	100%	25	0	0	25	100%
Other than Permanent	128	128	100%	0	0	147	147	100%	0	0
Male	127	127	100%	0	0	143	143	100%	0	0
Female	1	1	100%	0	0	4	4	100%	0	0
Workers										
Permanent	975	0	0	975	100%	876	0	0	876	100%
Male	974	0	0	974	100%	876	0	0	876	100%
Female	1	0	0	1	100%	0	0	0	0	0
Other than Permanent	698	698	100%	0	0	574	574	100%	0	0
Male	652	652	100%	0	0	539	539	100%	0	0
Female	46	46	100%	0	0	35	35	100%	0	0

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
BOD	1	13,11,79,161	0	-
KMP	3	94,46,045	0	-
Employees (Other than BOD/KMP)	432	6,08,611	30	6,58,184
Workers	1337	2,06,073	6	1,69,073

Note:- Other Directors are only paid sitting fees and no other remuneration was paid.

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	2.39%	19%

Note:- Considered the Total wages of Employees and Workers paid during the year.

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

Yes, the Head of HR oversees human rights matters across the organization. Each unit and office has its own dedicated Human Resources Department, with the respective department head responsible for identifying and addressing any human rights concerns at their location. The Head of HR maintains regular engagement with employees and workers, actively encouraging them to voice any issues they may face. In addition, informal training sessions on human rights are periodically conducted to raise awareness and foster a respectful and inclusive workplace culture.

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

The Company has established robust systems to effectively address grievances related to human rights concerns. These mechanisms offer a transparent and well-structured process for employees and stakeholders to report and seek resolution for any potential human rights violations. To further reinforce this commitment, the Company regularly conducts training and awareness sessions focused on human rights. These initiatives aim to educate employees and stakeholders about their rights and responsibilities, while highlighting the Company's unwavering dedication to maintaining high human rights standards across all its operations.

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	No	No	NA	No	No	NA
Discrimination at workplace	No	No	NA	No	No	NA
Child Labour	No	No	NA	No	No	NA
Forced Labour/Involuntary Labour	No	No	NA	No	No	NA
Wages	No	No	NA	No	No	NA
Other human rights related issues	No	No	NA	No	No	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	FY. 2024-25
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	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

IWL is dedicated to fostering a safe and respectful work environment, strictly prohibiting all forms of harassment, including sexual harassment, through its zero-tolerance policy. The Company actively encourages employees to report any instances of harassment or inappropriate conduct and ensures that such complaints are addressed promptly and appropriately. The policy also safeguards complainants from any form of retaliation or negative impact on their employment for coming forward.

To further protect individuals facing discrimination or harassment, the Company has implemented strong support mechanisms. These include rigorous confidentiality protocols to protect the identity of complainants throughout the investigation process. All complaints are handled with impartiality, care, and urgency by trained personnel, ensuring a fair and sensitive resolution. Regular training and awareness programs are conducted for all employees to reinforce understanding and compliance with this policy.

9. **Do human rights requirements form part of your business agreements and contracts?**

Yes

10. **Assessments for the year:**

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

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

Not applicable, as no such incidents has been identified during the financial year.

Leadership Indicators

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

   Nil

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

   The scope of our human rights due diligence encompasses all aspects of our operations, including every Plant and Office within the organization.

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, the company's office premises are equipped with the necessary infrastructure to facilitate easy access for individuals with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Nil
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

   Not Applicable

PRINCIPLE 6

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

Leadership Indicators

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

Parameter	FY 25-26	FY 24-25
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total Energy Consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	13490	2121
Total fuel consumption (E)	2884	2121
Energy Consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	16374	4242
Energy intensity per rupee of turnover (Total energy con-sumed / Revenue from operations in Crore)	3.72	4.52

Note: 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 independent assurance has been carried out by an external agency- M/s Jaimin & Associates

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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No, Inox Wind Limited (IWL) is not covered under the Government of India's Perform, Achieve, and Trade (PAT) scheme.

However, IWL remains deeply committed to operating in an environmentally sustainable and responsible manner. The Company ensures the safe disposal of all forms of waste generated across its facilities and actively promotes circular economy principles by recycling not only its own waste but also that of other organizations. These efforts reflect IWL's broader mission to contribute meaningfully to environmental preservation and resource efficiency.

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

Parameter	FY 25-26	FY 24-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	3810	0
(ii) Groundwater	15786	32230
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	11360
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**19596**	**43590**
Total volume of water consumption (in kilolitres)	**34777.2**	**43590**
Water intensity per rupee of turnover (Water consumed / turnover(cr))	4.46	12.55

Note: 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 independent assurance has been carried out by an external agency- M/s Jaimin & Associates.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
No treatment	0	0
With treatment – Primary secondary Treatment	15181.2	6768
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	**15181.2**	**6768**

Note: 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 independent assurance has been carried out by an external agency- M/s Jaimin & Associates.

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

The facility does not require the use of process water for its operations. Instead, all waste water generated within the plant is collected and directed to an on-site treatment facility. After undergoing thorough treatment, the recycled water is repurposed for irrigation and used to water within the company premises. This sustainable practice ensures efficient water management and environmental responsibility.

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

Parameter	Please specify unit	FY 25-26	FY 24-25
NOx	PPM	360	0
SOx	PPM	5	0
Particulate matter (PM)	mg/Nm3	45	0
Persistent organic pollutants (POP)	Microgram/m3	0	0
Non-Methane Hydrocarbon	mg/Nm3	0	0
Oxides of Nitrogen	Ppmv	0	0
Carbon Monoxide	mg/Nm3	0	0
Suspended Particulate Matters (SPM)	µg/m2	0	0
Sulphur Dioxide	Mg/Nm3	0	0
Other	Mg/Nm3	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes independent assurance has been carried out by an external agency; - M/s Jaimin & Associates.

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

Parameter	Unit	FY 25-26	FY 24-25
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	203.43	250
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	2683	2444
Total Scope 1 and Scope 2 emissions per rupee of turno-ver	tCO_2 e / ₹ Crore	0.656	0.77

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes independent assurance has been carried out by an external agency; - M/s Jaimin & Associates.

8. Does the entity have any project related to reducing Green House Gas emission?

Yes, The Company has initiated targeted energy reduction measures designed to lower overall energy consumption and decrease operational emissions.

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

Parameter	FY 25-26	FY 24-25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	82.95	0
E-waste **(B)**	0	00.21
Bio-medical waste **(C)**	0	0
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	0	0
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	1256.76	860.78
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2397.62	898.69
Total (A+B + C + D + E + F + G + H)	**3737.33**	**1759**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000085	0.0000000494
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2397.62	0
(ii) Re-used	0	0
(iii) Other recovery operations	1256.76	0
Total	**3654.38**	**0**

Parameter	FY 25-26	FY 24-25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	860.78
(ii) Landfilling	0	0
(iii) Other disposal operations	1256.76	898.69
Total	**1256.76**	**1759**

Note: 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 independent assurance has been carried out by an external agency; - M/s Jaimin & Associates.

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

    The Company has instituted streamlined and efficient operational protocols aimed at minimizing waste generation, thereby promoting both resource efficiency and environmental responsibility. In support of these efforts, strategic alliances have been formed with certified recycling partners and licensed hazardous waste disposal agencies. Through these collaborations, the Company ensures the safe recycling of recoverable materials and the secure, compliant handling of hazardous waste. To maintain rigorous standards, all hazardous waste is stored exclusively in a designated and secure facility, consistent with industry best practices and statutory guidelines. This controlled approach reinforces the Company's ongoing commitment to sustainability and environmental governance.

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:

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1.	Inox Wind Ltd., Barwani Distt., MP	Rotor blades production	Consent to Air & Water approval received (CTO Certificate) which is valid till 31-Dec-2026 and renewed annually
2.	Inox Wind Ltd., Bavala Gujarat	Rotor blades production	Consent to Air & Water approval received (CTO Certificate) which is valid till November-2030.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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 (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Nil				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:

   (i) Name of the area

   (ii) Nature of operations

   (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY. 2025-26	FY. 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	N.A.	N.A.
(ii) Groundwater	N.A.	N.A.
(iii) Third party water	N.A.	N.A.
(iv) Seawater / desalinated water	N.A.	N.A.
(v) Others	N.A.	N.A.
Total volume of water withdrawal (in kilo-litres)	N.A.	N.A.
Total volume of water consumption (in kilolitres)	N.A.	N.A.
Water intensity per rupee of turnover (Water consumed / turnover)	N.A.	N.A.
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
(ii) To Groundwater	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
(iii) To Seawater	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
(iv) Sent to third-parties	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
Others	N.A.	N.A.
No treatment	N.A.	N.A.
With treatment – please specify level of treatment	N.A.	N.A.
Total water discharged (in kilolitres)	**N.A.**	**N.A.**

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

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 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	N.A.	N.A.
Total Scope 3 emissions per rupee of turnover	N.A.	N.A.	N.A.
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.	N.A.

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

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities: N.A.

4. 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.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Nil			

5. Does the entity have a business continuity and disaster management plan?

NIL

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard: - No Adverse Impact Identified.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:- Nil

PRINCIPLE 7

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Essential Indicators

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

   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)
Nil		

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.

Name of Authority	Brief of the case	Corrective Action Taken
Not Applicable		

Leadership Indicators

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
Nil					

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.

Name and Brief Details of the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes/ No)?	Results Communicated in Public Domain (Yes/ No)	Relevant Web Link
Nil					

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

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	Amount paid to PAFs in the FY (In Rs.)
Nil						

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

The Company encourages members of the public and other external stakeholders to raise any grievances or concerns through the designated grievance redressal mechanisms. Upon receipt of a grievance, the Company initiates a structured and transparent grievance redressal process to ensure that the matter is addressed in a fair, timely, and effective manner.

Where necessary, discussions or meetings are convened with the complainant and relevant internal and external stakeholders to facilitate a thorough assessment of the issues raised and to arrive at an appropriate resolution. The Company is committed to handling all grievances with fairness, transparency, impartiality, and due diligence, while fostering trust and maintaining constructive relationships with its stakeholders.

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	1.35%	0.51%
Sourced directly from within the district and neighboring districts	-	99.41%

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:

	FY 25-26 Current Financial Year	FY 24-25 Previous Financial Year
Location		
Rural	46%	39.9%
Semi-urban	0%	0.1%
Urban	48.42%	56.9%
Metropolitan	5.57%	3.1%

Leadership Indicators

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 Rs.)
N.A.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) :- Not Applicable

   (b) From which marginalized /vulnerable groups do you procure? :- Not Applicable

   (c) What percentage of total procurement (by value) does it constitute? - Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Eradicating Hunger	Nil	
2	Education		
3	Medical		
4	Sport		

PRINCIPLE 9

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

Leadership Indicators

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

   The Company maintains regular and proactive engagement with its customers through various communication channels to obtain their feedback, understand their expectations, and promptly address any concerns or complaints. All customer grievances and feedback are systematically recorded and monitored to ensure timely resolution.

   Each complaint undergoes a thorough review and root cause analysis to identify the underlying issues. Based on the findings, appropriate corrective and preventive actions (CAPA) are implemented to resolve the concern effectively, mitigate potential risks, and prevent recurrence. This structured approach enables the Company to continually enhance product quality, service standards, and overall customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N.A.
Safe and Responsible Usage	N.A.
Recycling and/or Safe Disposal	N.A.

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		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	0	0	N.A.	0	0	N.A.
Advertising	0	0	N.A.	0	0	N.A.
Cyber- Security	0	0	N.A.	0	0	N.A.
Delivery of Essential Ser-vices	0	0	N.A.	0	0	N.A.
Restrictive Trade Practices	0	0	N.A.	0	0	N.A.
Unfair Trade Practices	0	0	N.A.	0	0	N.A.
Others	0	0	N.A.	0	0	N.A.

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

	Number	Reasons for Recall
Voluntary Recalls	Not Applicable	
Forced Recalls		

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

   The Company has established a comprehensive Information Technology (IT) Policy that sets out clear guidelines for managing cybersecurity and data privacy risks. The policy is designed to safeguard the Company's information assets, ensure the confidentiality, integrity, and availability of data, and mitigate the risk of unauthorized access, cyber threats, and data breaches.

   To strengthen its cybersecurity framework, the Company maintains secure and encrypted databases for information relating to its value chain partners and deploys appropriate security solutions that are regularly updated to address evolving cyber risks. In addition, employees receive periodic training and awareness programmes on cybersecurity, data privacy, and responsible information management to reinforce a culture of security across the organization.

Supported by a robust IT infrastructure and proactive cybersecurity controls, the Company continuously monitors its systems to identify and mitigate potential threats. These measures have enabled the Company to effectively protect its digital assets, and no material data breaches have been reported during the reporting period.

Web link of the policy- https://inoxwind.com/uploads/IWL%20Information%20Security%20Policy_V5.1.pdf

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.**

   Not Applicable.

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

   a. Number of instances of data breaches:- NIL

   b. Percentage of data breaches involving personally identifiable information of customers:- N.A.

   c. Impact, if any, of the data breaches:- N.A.

Leadership Indicators

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

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

   The Company actively engages with its customers through various communication channels and stakeholder forums to promote the safe, responsible, and sustainable use of its products. These interactions enable the Company to provide guidance on product performance, operational best practices, and responsible usage, while fostering greater customer awareness and strengthening long-term relationships.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services: - No**

4. **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.**

5. **Did your entity carry out any survey with regard to 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/No):-**

   Yes, the information is disclosed in accordance with legal requirements. The details shared include batch number, machine number, and other relevant identifiers.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN INOX WIND LIMITED BRSR CORE

To the Board of Directors,
Inox Wind Limited,
Plot No. 1, Khasra Nos. 264 to 267 Industrial Area,
Una, Village Basal, Himachal Pradesh, India, 174303
(CIN - L31901HP2009PLC031083)

We have undertaken to perform a reasonable assurance engagement, for Inox Wind Limited on standalone basis, (hereinafter abbreviated as "the Company") vide Engagement Letter dated 10th July 2026 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the criteria stated below. This Identified Sustainability Information as included in the BRSR Core of the Company for the financial year ended 31st March 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and other professionals.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended 31st March 2026 is summarized below:

Attribute	Principle	Key Performance Indicator
Energy Footprint	Principle 6 –1	• Total energy consumption (in Joules or multiples) and energy intensity • Energy consumed from renewable and non-renewable sources
Water Footprint	Principle 6 – 3	• Total water consumption • Water consumption intensity
	Principle 6 – 4	• Total water consumption & water consumption intensity • Water discharge by destination & level of treatment
Greenhouse (GHG) footprint	Principle 6 – 7	• Greenhouse gas emissions (Scope 1 & Scope 2 emissions) & its intensity
Embracing circularity – details related to waste management by the entity	Principle 6 – 9	• Details related to waste generated by the entity (category wise) • Waste intensity • 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
Enhancing Employee Wellbeing and Safety	Principle 3 - 1(c)	• Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: • Lost time Injury Frequency Rate (LTIFR) (per one million-person hours worked) • Total recorded work-related injuries • No. of fatalities • High consequence work-related injury or ill-health (excluding fatalities)
Enabling gender diversity in business	Principle 5 - 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 - 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling inclusive development	Principle 8 - 4	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India
	Principle 8 - 5	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 9 - 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
	Principle 1 - 8	Number of days of accounts payable
Openness of business	Principle 1 - 9	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties

Our reasonable assurance engagement was with respect to the financial year ended 31st March 2026 information only and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR/ BRSR Core and, therefore, do not express any opinion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information for the financial year ended 31st March 2026 are the BRSR Core – 'Framework for assurance and ESG disclosures for value chain' and BRSR format, issued under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('LODR Regulations') read with SEBI circular SEBI/HO/CFD/CFD- SEC-2/P/CIR/2023/122 dated 12 July 2023 ("SEBI Circular") and the Guidance note for BRSR read with National Guidelines for Responsible Business Conduct issued by Ministry of Corporate Affairs ("BRSR Framework") (hereinafter referred to as 'Criteria'). Further, the provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR Regulations") in this regard, have been amended vide notification No. SEBI/LAD-NRO/GN/2025/239 dated March 27, 2025, which came into force on March 28, 2025.

Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw, to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

The preparation of the Company's BRSR information requires the management to establish or interpret the criteria, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.

Measurement of certain amounts and BRSR metrics, some of which are estimates, is subject to substantial inherent measurement uncertainty, for example GHG emissions, water footprint, energy footprint. Obtaining sufficient appropriate evidence to support our opinion/conclusion does not reduce the uncertainty in the amount and metrics.

J&A (the Firm) has not been involved in evaluation or assessment of any financial data/performance of the Company. J&A's opinion on specific BRSR Core indicators (reference- all sections of core indicators where currency; INR has been applied) relies on the third party audited financial reports of the Company. J&A does not take any responsibility of the financial data reported in the audited financial reports of the Company.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

The Firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria.

A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Visited the Inox Wind limited, Corporate Office & Rohika Unit, Gujarat for data and document verification.
- Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
- Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within the Criteria.
- Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the subject matter.
- Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
- Re-performed calculations to check accuracy of claims.
- Reviewed data from independent sources, wherever available.
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verified information/ data as per the BRSR Core framework;
- Reviewed accuracy, transparency and completeness of the information/ data provided.
- Taken and relied on the management representation letter given by the management.

Exclusions

Our reasonable assurance scope excludes the following areas, and therefore we do not express an opinion on them:

- Operations of the Company other than those mentioned in the 'Scope of Assurance'.
- Any disclosure other than those mentioned in the Scope above.
- Data and information outside the defined reporting period, i.e., 1st April 2025 to 31st March 2026.
- Aspects of the BRSR attributes and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data related to the Company's financial performance, strategy, and other related linkages expressed in the Report.
- The Company's statements that describe expressions of opinion, belief, aspiration, expectation, forward-looking statements, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.
- The procedures did not include testing controls or performing procedures relating to checking the aggregation or calculation of data within IT systems.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient, and authentic.

Opinion

Based on the procedures we have performed and the evidences we have obtained, the Identified Sustainability Information included in the BRSR Core for the financial year ended 31st March 2026 are prepared in all material respects, in accordance with the Criteria.

Restriction on use

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of Inox Wind Limited at the sole request, to assist in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Jaimin & Associates
Chartered Accountants
(Firm Registration No. 127346W)

CA Jaimin Modi
(Partner)
(Membership No. 123366)
(UDIN 26123366GXGYPG1724)

Place: Vadodara
Date: August 5, 2026