SAATVIK
FOR A BETTER FUTURE

Ref.: SGEL/SE/2026-27/47 September 02, 2026

To,
Listing Department
BSE Limited
Phiroze Jeejeebhoy Towers, Dalal Street
Mumbai – 400001

Scrip Code: 544526

To,
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G, Bandra Kurla
Complex Bandra (E), Mumbai – 400 051

Symbol: SAATVIKGL

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2025-2026

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26. The said Report forms an integral part of the Annual Report of the Company for Financial Year 2025-26.

The above information is also being available on the website of the Company https://saatvikgroup.com/

You are requested to kindly take the above information on your record.

Thanking you,

For **Saatvik Green Energy Limited**
(Formerly known as Saatvik Green Energy Private Limited)

Jyoti Verma
Digitally signed by Jyoti Verma
Date: 2026.09.02 22:21:51 +05'30'

Jyoti Verma
Company Secretary & Compliance Officer

Enc.: a/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L40106HR2015PLC075578
2. **Name of the Listed Entity:** SAATVIK GREEN ENERGY LIMITED
3. **Year of incorporation:** 2015
4. **Registered office address:** Vill. Dubli, V.P.O Bihta Tehsil, Ambala, Haryana, India, 133101
5. **Corporate address:** Tower A, IFFCO Complex, Plot No. 3, Institutional Area, Sector 32, Gurugram, Haryana- 122001
6. **E-mail:** investors@saatvikgroup.com;
7. **Telephone:** 0124-3626755
8. **Website:** www.saatvikgroup.com;
9. **Financial Year for which reporting is being done:** April 2025 - March 2026
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital (in INR):** 25,42,10,008
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Ms. Jyoti Verma, Company Secretary & Compliance Officer
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):** Consolidated Basis*

    *IHSPL being acquired on March 17, 2026, not forming part of this report.
14. **Name of assessment or assurance provider:** N.A.
15. **Type of assessment or assurance obtained:** N.A.

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 Solar-Photo Voltaic (PV) Modules	Manufacturing of Solar- PV Modules	97.2%
2	Solar EPC Projects	Engineering, Procurement and Construction (EPC) of Solar Projects, solar pumps and Others	2.8%

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	Solar PV Modules	35105	97.2%

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	3	1	4
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	5

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

0.78%

c. A brief on types of customers.

Saatvik serves a diversified customer base across the solar energy value chain, including utility companies, commercial and industrial (C&I) customers, EPC companies, Retail customers, as well as international customers across export markets. Through its portfolio of high-efficiency solar PV modules, Saatvik supports the clean energy requirements of customers across utility, commercial, industrial, residential, and global renewable energy markets.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	722	687	95%	35	5%
2.	Other than permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	722	687	95%	35	5%
	WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	1,884	1,884	100%	0	0%
6.	**Total workers (F + G)**	1,884	1,884	100%	0	0%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	**Total differently abled employees (D + E)**	2	2	100%	0	0%
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	1	1	100%	0	0%
6.	**Total differently abled workers (D + E)**	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33.3%
Key Management Personnel	0	0	0%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	8%	26%	19%	5%	24%	21%	4%	25%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

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

S. 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	SAATVIK CLEANTECH EPC PRIVATE LIMITED	Subsidiary	100%	YES
2	SAATVIK SOLAR INDUSTRIES PRIVATE LIMITED	Subsidiary	100%	YES
3	SAATVIK GREEN ENERGY USA INC	Subsidiary	100%	NO
4	SAATVIK POWER STORAGE SOLUTIONS LIMITED	Subsidiary	100%	NO
5	INTELLIGENT HYDEL SOLUTIONS PRIVATE LIMITED	Step Down Subsidiary	49%	NO

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in INR): 45484 millions

(iii) Net worth (in INR): 13608 millions

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, https://www.saatvikgroup.com/docs/esg/Saatvik-Grievance-Redressal-Policy-for-External-Stakeholders.pdf	0	0		0	0	
Investors (other than shareholders)	Yes, https://www.saatvikgroup.com/docs/esg/Saatvik-Grievance-Redressal-Policy-for-External-Stakeholders.pdf;	0	0		0	0	
Shareholders	Yes, https://saatvikgroup.com/investors/policies/;	1	0		1	0	
Employees and workers	Yes, https://www.saatvikgroup.com/docs/esg/Saatvik-Employee-Engagement-Communication-and-Grievance-Redressal-Policy.pdf;	1	0		1	0	

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
Customers	Yes, https://www.saatvikgroup.com/docs/esg/Saatvik-Grievance-Redressal-Policy-for-External-Stakeholders.pdf;	27	0		12	0	
Value Chain Partners (Direct Suppliers)	Yes, https://www.saatvikgroup.com/docs/esg/Saatvik-Grievance-Redressal-Policy-for-External-Stakeholders.pdf;	0	0		0	0	
Other (please specify)	NA	0	0		0	0	

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

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

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
1	Business Ethics, Compliance and Transparency	Risk/ Opportunity	Ethical conduct, regulatory compliance and transparent disclosures are critical for maintaining stakeholder trust, investor confidence and business credibility, especially for a listed renewable energy manufacturing company. Any lapse may lead to regulatory action, reputational loss and business disruption, while strong governance enhances trust and market access.	Saatvik has adopted policies on Code of Ethics and Conduct, Anti-Bribery and Anti-Corruption, Whistleblower, Grievance Redressal and related governance practices. Compliance reviews, internal controls, training and reporting mechanisms are used to strengthen ethical conduct and transparency.	Negative/ Positive
2	GHG Emissions	Risk/ Opportunity	Rising expectations from investors, customers and regulators on carbon performance may expose Saatvik to transition risks. At the same time, reducing emissions strengthens Saatvik's position as a responsible solar manufacturer and supports customer demand for low-carbon products.	Saatvik monitors Scope 1 and Scope 2 emissions and is implementing energy efficiency measures, renewable energy integration, lifecycle assessment and Environmental Product Declaration initiatives to improve carbon performance.	Negative/ Positive

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
3	Energy Consumption	Risk/ Opportunity	Solar module manufacturing requires significant energy consumption, and higher energy consumption may increase operating costs and emissions. Energy efficiency and renewable energy adoption create opportunities for cost savings, improved operational efficiency and lower Scope 2 emissions.	Saatvik undertakes energy efficiency initiatives such as replacement of pumps and motors with energy-efficient alternatives, compressed air leakage reduction, chiller retrofits, LED replacement, electrification of forklifts and increased evaluation of renewable energy sourcing.	Negative/ Positive
4	Water Management	Risk/ Opportunity	Responsible water management is important for operational continuity, regulatory compliance and community trust. Inefficient water use may create environmental and operational risks, while conservation and reuse support resource efficiency.	Saatvik monitors water withdrawal and consumption, implements treatment and reuse practices, and has adopted Zero Liquid Discharge mechanisms at its manufacturing facilities to minimise discharge and optimise water use.	Negative/ Positive
5	Waste Management	Risk/ Opportunity	Manufacturing operations generate waste streams including packaging waste, e-waste, hazardous waste and other operational waste. Improper management may lead to regulatory, environmental and reputational risks. Efficient waste management creates opportunities for resource recovery and circularity.	Waste is segregated, stored, transported, recycled or disposed of through authorised recyclers and waste management agencies. Saatvik also undertakes material optimisation, packaging reduction, EPD, RoHS/REACH compliance and end-of-life recycling partnerships for solar modules.	Negative/ Positive
6	Human Rights	Risk	Human rights risks may arise across operations and value chains, including labour practices, non-discrimination, wages, working conditions, child labour, forced labour and supply chain conduct. Failure to manage these issues may result in legal, reputational and operational risks.	Saatvik has adopted human rights, supplier code of conduct, sustainable procurement and grievance redressal mechanisms. Supplier assessments, contractual clauses, employee policies and grievance channels support prevention and remediation of human rights-related concerns.	Negative
7	Community Development	Opportunity	Community development strengthens social licence to operate, improves stakeholder relationships and contributes to inclusive growth around Saatvik's areas of operation. Strategic CSR interventions also enhance brand credibility and local acceptance.	Saatvik undertakes CSR initiatives in education, healthcare, renewable energy access, rural infrastructure, disability support, skill development and community welfare. Community grievances are addressed through the external stakeholder grievance redressal mechanism.	Positive

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
8	Occupational Health and Safety	Risk/ Opportunity	Workplace health and safety are critical in manufacturing operations. Safety incidents may result in injury, downtime, legal exposure and reputational impact, while strong safety performance improves productivity, morale and operational resilience.	Saatvik has implemented an Occupational Health and Safety Management System aligned with ISO 45001. Measures include HIRA, JSA, safety audits, workplace inspections, training, emergency drills, incident reporting, safety committees, health check-ups and stop-work authority.	Negative/ Positive
9	Cyber Security and Data Privacy	Risk	Increasing digitalisation, customer data management and business process automation expose Saatvik to risks related to cyber incidents, data breaches, operational disruption and regulatory non-compliance.	Saatvik has established a Data Privacy and Protection Policy, information security controls, access management, incident reporting, Business Continuity Plans, Disaster Recovery arrangements and an Information Security Management System framework to manage cyber and data privacy risks.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://saatvikgroup.com/sustainability/;								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	**Yes**								
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.	Saatvik has adopted and aligned its operations with various national and international standards, certifications, frameworks and disclosure practices across the NGRBC principles. These include ISO 9001:2015 for Quality Management, ISO 14001:2015 for Environmental Management and ISO 45001:2018 for Occupational Health and Safety Management across its certified operations. For product quality, safety and market compliance, Saatvik's solar photovoltaic modules are supported by applicable national and international standards and certifications, including BIS standards such as IS 14286 and IS/IEC 61730, and international product standards such as IEC 61215, IEC 61730 and UL 61730, as applicable. Saatvik has also undertaken Life Cycle Assessment (LCA) and published a verified Environmental Product Declaration (EPD) for its N-TOPCon Bifacial G12R solar module in accordance with ISO 14025 and EN 15804 requirements. Saatvik's sustainability disclosures and responsible business practices are aligned with the Business Responsibility and Sustainability Reporting (BRSR) framework, National Guidelines on Responsible Business Conduct (NGRBC), Global Reporting Initiative (GRI) Standards, United Nations Sustainable Development Goals (UN SDGs), IFC Performance Standards, RoHS and REACH requirements, and other applicable regulatory and customer requirements. Saatvik has also implemented data and information security controls in alignment with Information Security Management System (ISMS) framework.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any. **6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	Saatvik's ESG commitments were formalised through Board-approved policies during FY 2025-26. These commitments include both near-term and long-term targets, several of which are future-dated and are being implemented in a phased manner. During the reporting period, no material deviation from the defined timelines was identified. The key commitments, goals, targets and corresponding performance status are provided in the table below:								

Focus Area	Specific commitments, goals and targets with timelines	Performance against commitments, goals and targets
Renewable Energy and GHG Emissions	Achieve 50% share of renewable energy in operations by FY 2027-28 and achieve at least 1% year-on-year reduction in Scope 1 and Scope	Saatvik has initiated energy efficiency and renewable energy integration measures, including evaluation of on-site and off-site renewable

Focus Area	Specific commitments, goals and targets with timelines	Performance against commitments, goals and targets
	2 GHG emissions intensity through energy efficiency, process optimisation and increased use of renewable energy.	energy sourcing options. The target is under implementation and remains within the defined timeline.
Waste and Circular Economy	Achieve zero waste to landfill across operations by 2030 through waste reduction, segregation, recycling and responsible disposal practices. Conduct Life Cycle Assessment (LCA) for at least one product by FY 2025-26.	Saatvik has undertaken LCA and published a verified Environmental Product Declaration (EPD) for its N-TOPCon G12R solar module. Waste segregation, recycling and responsible disposal practices are being strengthened. Zero waste to landfill target is under implementation and not yet due.
Water Management	Strengthen water stewardship through efficient water use, recycling and reuse, rainwater harvesting, effluent treatment and Zero Liquid Discharge mechanisms at manufacturing facilities.	Saatvik has implemented Zero Liquid Discharge mechanisms at its manufacturing facilities and continues to optimise water use, recycling and reuse. Water-related initiatives are ongoing.
Environmental Training	Ensure 100% employees undergo at least one mandatory environmental responsibility training annually.	Environmental awareness and sustainability-related training programmes have been initiated. Coverage and training records are being monitored as part of the annual training plan.
Occupational Health and Safety	Reduce Lost Time Injury Frequency Rate (LTIFR) by 20% by FY 2027-28 compared with FY 2024-25 level; maintain no more than one lost-time incident per 200,000 working hours; conduct biannual safety audits at all operational facilities; ensure 100% employee and contractor participation in annual health and safety training by FY 2027-28.	Saatvik maintained zero LTIFR during FY 2025-26. Health and safety trainings, safety audits, HIRA, JSA, inspections and emergency drills were undertaken during the year. The FY 2027-28 targets are under implementation and currently on track.
Product Safety	Achieve 20% reduction in product-safety-related warranty complaints by FY 2027-28 compared with FY 2024-25 level.	Product manuals, safety documentation, certifications, customer feedback and warranty complaints redressal mechanisms are in place. The target is under implementation, and performance will be tracked against the FY 2024-25 baseline.
Ethics and Governance	Ensure 100% employees are trained in ethical practices and governance by FY 2025-26 and 100% employees receive annual training on anti-bribery and anti-corruption.	Saatvik has implemented a Code of Ethics and Conduct, Anti-Bribery and Anti-Corruption framework, and whistleblower mechanism. Employee awareness and training programmes have been initiated, with completion status being tracked through internal systems.
Human Rights	Achieve 100% employee awareness on non-discrimination policies and practices by FY 2026-27; conduct human rights impact assessments for critical operations by FY 2027-28; maintain zero tolerance for child labour, forced labour, discrimination and harassment across operations.	Saatvik has adopted a Human Rights Policy covering employees, workers, contractors, suppliers and business partners. No material human rights violations were reported during the year. Awareness programmes and due diligence activities are being progressively implemented within the defined timelines.

Focus Area	Specific commitments, goals and targets with timelines	Performance against commitments, goals and targets
Employee Development	Ensure 100% employee coverage for at least one structured training programme annually by FY 2026-27.	Structured training and capability-building programmes have been initiated across functions. Progress is being monitored through the annual training plan and HR records.
Sustainable Procurement	Screen 100% of new suppliers against sustainability and compliance criteria by FY 2026-27; ensure 100% suppliers sign and comply with the Supplier Code of Conduct by FY 2026-27; assess or audit at least 50% of high-risk suppliers by 2030; ensure 25% suppliers disclose climate and GHG data by 2030; train 50% suppliers on ESG risks and 100% purchase team on ESG risks by FY 2027-28; engage at least 20% suppliers from MSMEs, women-owned or minority-owned businesses by 2030; increase local supplier numbers by 75% by 2030 from the 2025 baseline.	Saatvik has adopted a Sustainable Procurement Policy and Supplier Code of Conduct. Supplier evaluation and engagement processes now include sustainability, compliance, ethical conduct, human rights, health and safety, and environmental criteria. Most targets are future-dated and are under implementation.
Supply Chain ESG Compliance	Achieve 100% compliance of critical suppliers with Saatvik's ESG standards by FY 2029-30 through supplier assessments, audits, contractual requirements and corrective action tracking.	ESG expectations are being embedded into supplier onboarding, contracts, assessments and engagement processes. Critical supplier compliance tracking has been initiated, and the FY 2029-30 target is under implementation.

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	Mr. Neelesh Garg, Chairman of the Board, is the Director responsible for the Business Responsibility and Sustainability Report of Saatvik. His statement highlighting Saatvik's ESG-related vision, key sustainability priorities, challenges, targets and achievements has been covered as part of the Chairman's Message in the Annual Report. The statement reflects Saatvik's commitment to responsible growth, environmental stewardship, workplace safety, ethical governance and long-term value creation for stakeholders. Key ESG-related highlights from the Chairman's Message include: • Saatvik prepared its first Business Responsibility and Sustainability Report, reflecting its commitment to transparency, accountability and structured ESG disclosure. • ESG governance was strengthened through Board-approved policies covering ESG, health and safety, human rights, sustainable procurement, supplier code of conduct, ethics, anti-bribery, whistleblower mechanism, grievance redressal, data privacy and responsible business conduct. • The ESG Council was constituted to provide structured oversight on ESG priorities, stakeholder expectations, regulatory requirements and sustainability performance. • Environmental priorities included monitoring of Scope 1 and Scope 2 emissions, energy efficiency initiatives, renewable energy evaluation, water stewardship, Zero Liquid Discharge mechanisms and responsible waste management. • Saatvik undertook material optimisation initiatives, including reduction in EPE material consumption, wooden pallet optimisation and aluminium usage reduction through module design improvements.

	• A key sustainability milestone was the completion of Life Cycle Assessment and publication of a verified Environmental Product Declaration for the N-TOPCon G12R solar module. • The Company maintained zero Lost Time Injury Frequency Rate during FY 2025-26, supported by strengthened safety systems, training, risk assessments, audits and emergency preparedness. • Human rights, employee development, workplace dignity, equal opportunity and grievance redressal remained important social priorities, with no material human rights violations reported during the year. • Responsible supply chain management was strengthened through the Sustainable Procurement Policy and Supplier Code of Conduct. • Saatvik was awarded the EcoVadis Bronze Medal, reflecting its continued focus on responsible manufacturing, environmental stewardship, ethical business practices and sustainable value creation. • Going forward, the Company aims to strengthen ESG data systems, improve sustainability disclosures, enhance climate-related reporting, progressively work towards Scope 3 emissions accounting, expand supplier ESG engagement, increase renewable energy adoption, improve workforce diversity and move towards stronger assurance practices for sustainability data.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of Saatvik Green Energy Limited is the highest authority responsible for oversight of the implementation of Business Responsibility and Sustainability policies. The Board, under the chairmanship of Mr. Neelesh Garg, provides strategic direction, reviews key ESG priorities, and oversees Saatvik's responsible business conduct framework. The implementation of Business Responsibility policies is carried out by the Executive Management, Sustainability Department, and respective functional heads, who are responsible for integrating these policies into business operations, monitoring performance, and reporting progress to the Board/ESG Council, as applicable.
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. Saatvik has constituted an ESG Council through its Board-approved Environmental, Social and Governance (ESG) Policy to guide and oversee sustainability-related matters across the organisation. The ESG Council is led by the Chief Executive Officer(CEO) and comprises senior leadership members, including the CHRO, CFO, Head–Sales, COO, Plant Heads and Company Secretary. The ESG Council is responsible for reviewing ESG strategy, sustainability policies, key initiatives, regulatory requirements, stakeholder expectations, performance against ESG goals and responsible business conduct priorities. It provides direction on sustainability-related decision-making and supports integration of ESG considerations into business operations and functional plans. The ESG Council is supported by the Sustainability team, which works with department-level SPOCs across functions for implementation, data collection, performance monitoring, internal reviews and reporting. Key sustainability matters and progress updates are placed before the ESG Council and the Board, as applicable, for oversight and guidance.

10. Details of Review of NGRBCs by Saatvik:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually, wherever applicable								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually, wherever applicable (Note: Y-Yes)								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	N	N	N	N	N	N	N	N
	Saatvik has not carried out a standalone independent external assessment/evaluation of the working of its Business Responsibility policies during FY 2025-26. The policies were formalised through Board-approved frameworks during the year and are being implemented across relevant functions. However, Saatvik's processes, systems and compliances are subject to internal reviews, management oversight, statutory/regulatory inspections and third-party audits/certifications, wherever applicable. These include audits and assessments related to quality, environment, occupational health and safety, product certifications, environmental compliance and other operational controls. The policies are periodically reviewed by relevant functional heads, the Sustainability team, Executive Management and the ESG Council, and are updated as required to ensure alignment with applicable laws, stakeholder expectations and emerging best practices. (Note: N-No)								

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

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)	Not Applicable since the policies of Saatvik cover all Principles on NGRBCs.								
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 categorised 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.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator

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 persons in respective category covered by the awareness programmes
Board of Directors	1	Training and awareness session on ESG, BRSR, NGRBC principles, sustainability governance, regulatory expectations, responsible business conduct, climate-related risks, stakeholder engagement and Board-level oversight of ESG matters. The session enhanced Board awareness on sustainability-related compliance, strategy and disclosure requirements.	100%
Key Managerial Personnel	1	Awareness on ESG priorities, BRSR requirements, business ethics, compliance, risk management, stakeholder expectations, sustainability disclosures and integration of responsible business practices into business functions. The programme helped strengthen leadership alignment on ESG implementation and reporting.	100%
Employees other than BoDs and KMPs	5	Trainings covered principles relating to business ethics, anti-bribery and anti-corruption, code of conduct, human rights, POSH, grievance redressal, data privacy, environmental management, energy conservation, health and safety, sustainable procurement and BRSR awareness. These programmes helped improve employee awareness, compliance culture and functional ownership of ESG practices.	100%
Workers	100+	Trainings covered occupational health and safety, safe work practices, PPE usage, fire safety, emergency preparedness, incident and near-miss reporting, electrical safety, machine safety, chemical handling, work at height, housekeeping and environment-related awareness. These programmes helped strengthen workplace safety, hazard identification and safe behaviour across operations.	100%

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 INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	Not Applicable				
Settlement					
Compounding fee					

Non-Monetary*				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable			
Punishment				

**No fines, penalties, settlements, compounding fees, imprisonment, or punishments were imposed on Saatvik, its directors, or Key Managerial Personnel by any regulatory, enforcement, or judicial authority during FY 2025-26.*

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.**

   Yes. Saatvik Green Energy Limited has a Code of Ethics and Conduct that incorporates an Anti-Bribery and Anti-Corruption Policy applicable to all employees, directors, contractors, suppliers, agents, and business partners. The policy follows a zero-tolerance approach towards bribery and corruption and covers gifts and hospitality, facilitation payments, third-party due diligence, whistleblower reporting mechanisms, mandatory employee training, and periodic compliance monitoring. Any suspected violation can be reported through the reporting mechanism provided in the policy. The policy can be accessed at Saatvik website: https://www.saatvikgroup.com/docs/esg/Saatvik-Code-of-Ethics-and-Conduct-Policy.pdf;

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

	FY 2025-26 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Directors	Nil*	
KMPs		
Employees		
Workers		

**Saatvik maintains a zero-tolerance approach towards bribery and corruption. During FY 2025-26 and FY 2024-25, there were no reported or confirmed cases of bribery or corruption involving any Directors, Key Managerial Personnel (KMPs), employees, or workers. Consequently, no disciplinary action was taken by any law enforcement agency against any Director, KMP, employee, or worker during the reporting period.*

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	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	53	62

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	2.61%	2.35%
	b.	Number of trading houses where purchases are made from	6	6
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	15%	8.05%
	b.	Number of dealers/distributors to whom sales are made	60	42
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	61%	71%
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	0	0
	b.	Sales (Sales to related parties/Total Sales)	32%	32.36%
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	99.56%	99.55%
	d.	Investments (Investments in related parties/Total Investments made)	100%	0%

Leadership Indicator

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 (by value of business done with such partners) under the awareness programmes
1	Saatvik conducted an awareness programme for its value chain partners covering ESG risks in the supply chain, sustainable procurement practices, Supplier Code of Conduct, responsible sourcing expectations, environmental compliance, climate and GHG-related expectations, human rights, labour practices, occupational health and safety, business ethics, anti-bribery and anti-corruption, grievance reporting mechanism, and compliance requirements applicable to suppliers. The programme helped strengthen supplier awareness on Saatvik's ESG expectations and responsible business conduct across the value chain.	72%

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.

Yes. Saatvik has established processes to identify, avoid, and manage conflicts of interest involving members of the Board through its Code of Ethics and Conduct. Board members are required to act in the best interests of Saatvik and avoid situations where their personal interests may conflict, or appear to conflict, with the interests of Saatvik. Any actual, potential, or perceived conflict of interest must be promptly disclosed to the Board of Directors for review and appropriate action. Further, Directors are required to provide periodic declarations regarding conflicts of interest and compliance with the Code. These measures help ensure transparency, integrity, and sound corporate governance in Board decision-making.

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 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	Investments were focused on enhancing the efficiency, reliability, and sustainability of solar PV modules through advanced technology and product improvements.
Capex	100%	100%	Capital expenditure was directed towards expansion of sustainable manufacturing infrastructure, energy-efficient processes, automation, and operational improvements to support environmental and social commitments.

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

   Yes. Saatvik has established a Sustainable Procurement Policy and Supplier Code of Conduct that integrate environmental, social, ethical, and governance considerations into supplier selection, evaluation, and engagement processes. The framework promotes responsible sourcing practices and requires suppliers to comply with applicable regulatory, environmental, labour, human rights, health & safety, and business ethics requirements.

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

   Saatvik has established a sustainable procurement framework under which 100% of key suppliers are aligned with its responsible sourcing principles, including compliance with applicable regulatory, environmental, social, and ethical standards. Accordingly, 100% of key procurement spend/input materials is sourced from suppliers covered under Saatvik's sustainable sourcing requirements.

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.**

   Saatvik has not received any significant quantity of end-of-life solar modules for reclamation, recycling, or disposal during the reporting period, as solar photovoltaic modules typically have an operational life of 25–30 years.

   However, as part of its product stewardship and circular economy approach, Saatvik has established processes and partnerships to facilitate environmentally sound end-of-life management of its products. Saatvik has partnered with a global recycling organisation for responsible recycling and recovery of solar modules in compliance with applicable environmental regulations. Saatvik also monitors evolving Extended Producer Responsibility (EPR) requirements and maintains compliance with RoHS and REACH standards to minimise environmental impacts associated with materials used in its products.

   For operational waste generated during manufacturing, plastics (including packaging materials), e-waste, hazardous waste, and other waste streams are segregated, stored, transported, recycled, treated, or disposed of through authorised recyclers and waste management agencies in accordance with applicable regulatory requirements.

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.**

   Yes. Extended Producer Responsibility (EPR) is applicable to Saatvik's activities, wherever relevant, including plastic packaging waste, solar photovoltaic modules/panels and solar inverter under applicable waste management regulations.

   Saatvik has embedded circular economy and responsible waste management principles into its manufacturing and compliance framework. For plastic packaging waste, Saatvik ensures compliance with the applicable provisions of the Plastic Waste Management Rules through engagement with authorised/registered waste management partners, responsible collection and recycling mechanisms, and periodic compliance monitoring.

   For solar photovoltaic modules, Saatvik is aligned with the E-Waste (Management) Rules, 2022, under which solar PV modules/panels/cells are covered. Considering the long operational life of solar modules, no significant end-of-life product waste has been generated or collected during the reporting period. However, Saatvik has proactively initiated product stewardship measures, including maintenance of product traceability, RoHS and REACH compliance, end-of-life recycling partnerships, customer awareness, and planning for future reverse logistics and responsible recycling of solar modules.

The waste collection and management plan, wherever applicable, is aligned with the EPR obligations submitted/maintained with the relevant Pollution Control Board/CPCB portal. There were no material deviations from the applicable EPR requirements during the reporting period.

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?

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.
35105	TOPCon G12R Solar PV Module	27.14%	Cradle to Grave	Yes	Yes, Link For EPD https://www.saatvikgroup.com/docs/esg/Saatvik-N-TOPCon-Bifacial-G12R-EPD.pdf;

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

Name of Product/Service	Description of the risk/concern	Action Taken
TOPCon (G12R 132Cell) Bifacial Solar Module	End-of-life management of solar modules may pose risks related to waste generation, resource recovery, environmental impact, and regulatory compliance. Increasing deployment of solar modules also creates challenges associated with recycling and responsible material handling.	Saatvik conducted a Life Cycle Assessment (LCA) and published a verified Environmental Product Declaration (EPD) with EPD International for its TOPCon (G12R 132 Cell) Bifacial Solar Module, assessing environmental impacts across the product life cycle. As part of its product stewardship approach, Saatvik is committed to managing environmental impacts from raw material sourcing to end-of-life. Saatvik's solar modules are compliant with RoHS and REACH requirements, supporting responsible material use and reducing hazardous substance risks. Saatvik has also partnered with a global recycling organisation to facilitate environmentally sound and regulatory-compliant end-of-life treatment and recycling of solar modules, thereby supporting circular economy principles and responsible resource management.

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).

Indicate input material	Recycled or re-used input material to total material (by weight of the input material)	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Not Applicable*	Nil	Nil

******Saatvik primarily manufactures solar photovoltaic modules using virgin raw materials sourced from approved suppliers to meet stringent quality, performance, and reliability requirements. Accordingly, no recycled or reused input materials were utilised in the manufacturing process during FY 2025-26 and FY 2024-25.*

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:**

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable*					
E-waste						
Battery waste						
Hazardous waste						
Other waste						

* *Saatvik has not received any end-of-life products or packaging for reuse, recycling, or disposal during FY 2025-26 and FY 2024-25. Solar photovoltaic modules typically have an operational life of 25–30 years, and therefore no significant end-of-life product returns have been reported to date. Saatvik has, however, established arrangements for responsible end-of-life management and recycling of solar modules through authorised recycling partners in accordance with applicable regulatory requirements.*

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 % of total products sold in respective category
Not Applicable	**Nil***

**Solar PV modules typically have a long operational life of 25–30 years. During FY 2025-26, Saatvik did not receive any end-of-life products or packaging materials for reclamation. Accordingly, reclaimed products and packaging materials as a percentage of products sold have been reported as 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	% of employees covered by										
	Total (A)	Health insurance#		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
Permanent Employees											
Male	687	687	100%	687	100%	0	0%	687	100%	687	100%
Female	35	35	100%	35	100%	35	100%	0	0%	35	100%
Total	**722**	**722**	**100%**	**722**	**100%**	**35**	**4.85%**	**687**	**95.15%**	**722**	**100%**
Other than Permanent Employees											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	**0**	**0**	**NA**	**0**	**NA**	**0**	**NA**	**0**	**NA**	**0**	**NA**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
Permanent workers											
Male	0	0	NA	0	NA	0	NA	0	NA	0	NA
Female	0	0	NA	0	NA	0	NA	0	NA	0	NA
Total	**0**	**0**	**NA**	**0**	**NA**	**0**	**NA**	**0**	**NA**	**0**	**NA**
Other than Permanent workers											
Male	1,884	1,884	100%	1,884	100%	NA	NA	1,884	100%	1,884	1,884
Female	0	0	NA	0	NA	0	NA	0	NA	0	0
Total	**1,884**	**1,884**	**100%**	**1,884**	**100%**	**0**	**NA***	**1,884**	**100%**	**1,884**	**100%**

**Saatvik does not have permanent workers. Other than permanent workers are engaged through contractors and are covered under ESIC. ESIC coverage provides applicable health, accident, sickness, maternity and other statutory benefits, as applicable. Since there were no female workers in the other than permanent worker category during the reporting period, maternity benefits have been marked as not applicable.*

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 well- being measures as a % of total revenue of Saatvik	0.26%	0.24%

2. **Details of retirement benefits, for Current Financial Year 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 the 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 the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	3%	100%	Y	3%	100%	Y
Others- please specify	NA	NA	N.A.	NA	NA	N.A.

3. **Accessibility of workplaces**

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

Yes. Saatvik is committed to creating an inclusive, safe and accessible workplace for all employees and workers, including persons with disabilities. Saatvik endeavours to ensure that its offices and manufacturing premises are accessible in line with the intent of the Rights of Persons with Disabilities Act, 2016.

One of Saatvik's factory buildings is certified as an IGBC Green Factory Building, where accessibility and inclusive workplace infrastructure form part of the assessment parameters. Saatvik has taken measures such as accessible entry/exit routes, safe movement areas, basic workplace support and enabling infrastructure for differently abled employees and workers.

Saatvik recognises accessibility as an ongoing improvement area and continues to review workplace infrastructure, identify role-based suitability, and strengthen facilities to provide an enabling work environment based on dignity, equal opportunity and non-discrimination.

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

Yes. Saatvik Green Energy Limited has adopted an Equal Employment Opportunity Policy in line with the intent of the Rights of Persons with Disabilities Act, 2016. The Policy provides for equal opportunity, non-discrimination, inclusive employment practices, assistive devices, barrier-free accessibility, reasonable support and provisions for persons with disabilities.

In addition, Saatvik has adopted a Human Rights Policy, which reinforces Saatvik's commitment to diversity, equity and inclusion, non-discrimination, fair treatment, dignity at work and reasonable workplace accommodation for employees with disabilities.

Web-links:

i. Equal Employment Opportunity Policy: https://www.saatvikgroup.com/docs/esg/Saatvik-Equal-Employment-Opportunity-Policy.pdf;

ii. Human Rights Policy: https://www.saatvikgroup.com/docs/esg/Saatvik-Human-Rights-Policy.pdf;

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100%	Not Applicable since Saatvik doesn't have permanent workers.	
Female	100%	100%		
Total	100%	100%		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Saatvik has a formal grievance redressal mechanism available for permanent workers, other than permanent workers, permanent employees and other than permanent employees, wherever applicable. Employees and workers can raise concerns through the VOICE UP mechanism, HR representatives, reporting channels, drop-boxes, phone, in-person or verbal communication. Grievances are handled confidentially and without retaliation, acknowledged within defined timelines, investigated by the Grievance Redressal Committee/concerned HR or plant authorities, and targeted for resolution within 14 working days. Unresolved matters can be escalated to Plant HR, Plant Head, CHRO or the Appellate Authority, as applicable. Policy link: https://www.saatvikgroup.com/docs/esg/Saatvik-Employee-Engagement-Communication-and-Grievance-Redressal-Policy.pdf
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (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 I	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	722	0	0%	567	0	0%
Male	687	0	0%	547	0	0%
Female	35	0	0%	20	0	0%
Total Permanent Workers	0	0	NA	0	0	NA
Male	0	0	NA	0	0	NA
Female	0	0	NA	0	0	NA

**Saatvik does not have any recognised employee or worker association/union during the reporting period. However, Saatvik respects and promotes the right to freedom of association and collective bargaining in accordance with applicable regulatory requirements and its internal policies.*

8. **Details of trainings given to employees and workers:**

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	687	687	100%	687	100%	547	394	72.03%	547	100%
Female	35	35	100%	35	100%	20	16	80.00%	20	100%
Total	**722**	**722**	**100%**	**722**	**100%**	**567**	**410**	**72.31%**	**567**	**100%**
Workers										
Male	1,884	1,884	100%	1,884	100%	2,246	2,246	100%	2,246	100%
Female	0	0	NA	0	NA	1	1	100%	1	100%
Total*	**1,884**	**1,884**	**100%**	**1,884**	**100%**	**2,247**	**2,247**	**100%**	**2,247**	**100%**

**Training coverage includes programmes conducted for employees and workers on health and safety, skill upgradation, technical and functional capability building, ESG awareness, BRSR and NGRBC principles, business ethics, code of conduct, anti-bribery and anti-corruption, human rights and fair labour practices, POSH, grievance redressal, data privacy, IT security, environmental management, energy conservation, ISO/IMS, sustainable procurement, fire safety, emergency preparedness, PPE usage, machine safety, electrical safety, chemical handling, work at height, housekeeping, incident and near-miss reporting. Training also covered functional and behavioural topics such as solar technologies basics, preventive maintenance, Behaviour Based Safety, 5S, contract management, HT & LT relay coordination, site analysis and surveying, Microsoft 365, CRM, sales pitch, negotiation, coaching and mentoring, conflict management, time management, workplace etiquette, problem solving and decision making, interpersonal communication, finance for non-finance, social media orientation, SAP SuccessFactors walkthrough and Mission-Vision-Values awareness. The trainings were conducted through classroom sessions, masterclass sessions, toolbox talks, on-the-job training, awareness programmes and functional training modules to strengthen workplace safety, compliance culture, operational capability, leadership behaviour and responsible business conduct across the organisation.*

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B)/(A)	Total (C)	No. (D)	%(D)/(C)
Employees						
Male	687	687	100%	547	547	100%
Female	35	35	100%	20	20	100%
Total	**722**	**722**	**100%**	**567**	**567**	**100%**
Workers						
Male	1,884	1,884	100%	2,246	2,246	100%
Female	0	0	NA	1	1	100%
Total	**1,884**	**1,884**	**100%**	**2,247**	**2,247**	**100%**

10. **Health and safety management system:**

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

Yes. Saatvik has implemented an Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001:2018 across its manufacturing facilities and operations. The system covers all employees, workers, and contract workforce engaged at Saatvik's locations and provides a structured framework for hazard identification, risk assessment, incident reporting, emergency preparedness, mock drills, training, and continuous improvement in health and safety performance. Through this system, Saatvik remains committed to providing a safe, healthy, and secure workplace for all personnel.

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

Saatvik identifies and assesses work-related hazards through a structured risk management process comprising Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), routine workplace inspections, safety audits, and periodic risk assessments. Risk assessments are conducted for critical and non-routine activities prior to commencement of work, while Standard Operating Procedures (SOPs) and safe work methods are regularly reviewed and updated. These processes enable proactive identification of hazards, evaluation of associated risks, and implementation of appropriate control measures to ensure a safe working environment for employees and workers.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes. Saatvik has established multiple channels for employees and workers to report work-related hazards, unsafe conditions, near misses, and safety concerns, including reporting through supervisors, safety committees, worker representatives, helplines, and suggestion mechanisms. Workers are empowered to stop unsafe work and remove themselves from situations that pose an imminent risk to their health and safety without fear of retaliation. Reported hazards are reviewed by the relevant departments, safety committees, and worker representatives, and appropriate corrective and preventive actions are implemented to mitigate identified risks and prevent recurrence.

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

Yes. All eligible workers are covered under the Employee State Insurance Corporation (ESIC) scheme, while employees are provided with health insurance coverage for non-occupational medical and healthcare services. Employees and workers have access to outpatient consultations, hospitalisation support, and preventive healthcare services through empaneled hospitals and healthcare providers. In addition, Saatvik conducts periodic health check-ups and wellness initiatives to promote the overall health and well-being of its workforce.

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

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous 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	4	6
	Workers	5	7
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 workplace.

To ensure a safe and healthy workplace, Saatvik has implemented the following measures:

- Saatvik has implemented an Occupational Health and Safety Management System aligned with ISO 45001:2018 across its manufacturing operations.
- Comprehensive health and safety policies, procedures, and standards have been established and communicated across all operational locations.
- Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and risk assessments for critical and non-routine activities are conducted to identify and mitigate workplace risks.
- Routine workplace inspections, safety audits, equipment safety checks, GEMBA walk and preventive maintenance activities are carried out to ensure safe working conditions.
- Health and safety incidents, near misses, unsafe acts, and unsafe conditions are reported, investigated, and monitored to implement timely corrective and preventive actions.
- Regular health and safety training programmes, toolbox talks, emergency response drills, and awareness sessions are conducted for employees, workers, and contractors.
- Internal and external audits are undertaken periodically to assess compliance with health and safety requirements and drive continuous improvement.
- Safety committees and worker representatives actively participate in reviewing workplace hazards, monitoring safety performance, and recommending corrective actions.
- Employees and workers are empowered to report hazards, raise safety concerns, and stop unsafe work where there is an imminent risk to health and safety without fear of retaliation.
- Periodic health check-ups, occupational health monitoring, and employee wellness initiatives are undertaken to promote the health and well-being of the workforce.

13. 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
Working conditions	0	0	All received complaints resolved	0	0	All received complaints resolved
Health & Safety	8	0		11	0	

14. Assessments for the year:

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

All three operational manufacturing plants of Saatvik were assessed on health and safety practices and working conditions as part of Environmental and Social Due Diligence (ESDD) conducted by an independent global consulting firm. In addition, Saatvik's facilities are periodically reviewed by customers and lenders as part of their audit and due diligence processes, which also cover workplace health, safety and working condition-related aspects.

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.

No fatalities or high-consequence work-related injuries were reported during the year. Saatvik ensures a safe and healthy workplace through a structured EHS management system covering hazard identification, risk assessment, JSA, permit-to-work, LOTO, PPE compliance, emergency preparedness and periodic workplace inspections. Corrective and preventive actions arising from incidents, audits and assessments are tracked for timely closure and applied across relevant locations, wherever applicable.

Health and safety practices and working conditions at Saatvik's operational plants were also assessed through third-party environmental and social due diligence and periodic customer/lender audits. Based on observations, Saatvik continues to strengthen contractor safety, behaviour-based safety trainings, toolbox talks, safety committee reviews, management walkdowns, emergency drills and closure of audit findings through defined action plans.

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).

Yes. Saatvik extends applicable life insurance/compensatory benefits in the event of death of employees and workers, in line with company policy and statutory requirements, including ESIC coverage for workers.

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

Saatvik has established processes to promote compliance with applicable statutory requirements across its value chain. Compliance obligations relating to taxes, wages, social security contributions (including Provident Fund and ESI), labour laws, and other regulatory requirements are incorporated into supplier onboarding processes, contractual agreements, and the Supplier Code of Conduct.

Saatvik undertakes periodic reviews, documentation checks, and ongoing engagement with value chain partners to monitor compliance with applicable laws and contractual obligations. In instances of non-compliance, appropriate corrective actions and escalation measures are initiated to ensure timely remediation and adherence to statutory requirements.

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

	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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	NA*	NA*	NA*	NA*
Workers	NA*	NA*	NA*	NA*

**During FY 2025-26 and FY 2024-25, there were not any work-related fatalities or high-consequence work-related injuries/ ill-health involving employees or workers. Accordingly, rehabilitation and placement measures were not applicable during the reporting period.*

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

Yes. Saatvik provides transition support to employees, particularly in cases of retirement, through structured exit processes, knowledge transfer, counselling by HR, settlement of statutory/terminal benefits and support for a smooth transition. In addition, employees and workers receive skill development and capacity-building training during their tenure to support continued employability. For termination cases, assistance is provided in line with applicable law, company policy and business requirements.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	Saatvik assesses health and safety practices of 100% of its key value chain partners through supplier evaluations, compliance reviews, and ongoing engagement.
Working conditions	Saatvik assesses working conditions of 100% of its key value chain partners to ensure compliance with applicable labour laws, fair employment practices, and workplace safety requirements.

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.

Saatvik follows a structured process to address risks and concerns identified through assessments of value chain partners. Where required, corrective actions are agreed with the concerned partners, monitored through periodic reviews, and closed within defined timelines. During FY 2025-26, no significant risks relating to health and safety practices or working conditions were identified that required major corrective action.

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.**

   Saatvik identifies key stakeholder groups based on their relationship with Saatvik's operations, value chain, business strategy, regulatory obligations and potential impact on or from Saatvik's activities. Stakeholders are identified and prioritised by considering their level of influence, dependency, interest, impact and relevance to Saatvik's long-term value creation.

   Saatvik's key stakeholder groups include employees, workers, customers, suppliers, contractors, investors, lenders, regulators, local communities, industry associations and other business partners. Engagement is carried out through various channels such as meetings, audits, customer interactions, supplier discussions, employee communication forums, grievance mechanisms, community engagement, regulatory filings and industry platforms.

   Feedback received from stakeholders is reviewed by relevant functions and management teams and is used to improve business practices, strengthen ESG performance, address stakeholder concerns and support responsible decision-making.

2. **List of stakeholders groups identified as key for our Company and the frequency of engagement with each stakeholder group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised
Shareholders	No	AGM, annual report, stock exchange disclosures, investor presentations, website, email and grievance channels, Newspaper Publication, Postal Ballot, Press Release, Audio/ Video Conferencing.	Annual and event-based	Financial performance, business strategy, governance, ESG performance, growth plans, shareholder queries, IPO proceeds utilisation etc.
Employees	No	Town halls, HR communication, emails, notice boards, training sessions, performance reviews, surveys and grievance mechanism	Regular	Employee engagement, welfare, training, safety, career development, workplace concerns and organisational updates
Vendors	No	Supplier meetings, emails, onboarding discussions, audits, due diligence, contract discussions and supplier ESG assessments	Regular and event-based	Timely supply, quality, compliance, responsible sourcing, ESG requirements, safety and operational efficiency
Partners	No	Business meetings, emails, project reviews, site visits, industry forums, audits and formal agreements	Regular and event-based	Business collaboration, project execution, financing/lender requirements, compliance, sustainability expectations and risk management
Customers	No	Customer meetings, emails, feedback forms, surveys, technical discussions, website, social media and grievance channels	Regular and event-based	Product quality, delivery, warranty, technical support, customer satisfaction, product safety and service improvement
Communities	Yes	CSR programmes, community meetings, local consultations, grievance channels and engagement through local administration/NGOs	Regular and event-based	Community development, health, education, local employment, social welfare, environmental concerns and quality of life improvement

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.**

   Saatvik considers stakeholder engagement as an ongoing process. Inputs from stakeholders are collected through various channels such as investor interactions, customer meetings, supplier discussions, employee communication forums, grievance mechanisms, audits, CSR/community engagements, regulatory interactions and industry platforms.

   The consultation process is delegated to relevant functional teams including Sustainability, HR, EHS, Procurement, Sales, Finance, Secretarial and CSR teams. Key feedback, concerns and emerging ESG matters are reviewed internally by management and placed before the ESG Council and the Board, as applicable. The Board provides oversight and strategic guidance on economic, environmental and social matters through periodic reviews, policy approvals, business updates, sustainability initiatives and compliance reporting.

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

   Yes. Saatvik uses stakeholder consultation to support the identification and management of environmental and social topics. Inputs are received through employee engagement, customer audits, lender due diligence, supplier interactions, community engagement, grievance mechanisms, regulatory consultations and CSR activities.

   Stakeholder feedback has helped Saatvik strengthen several policies and actions, including ESG Policy, Human Rights Policy, Supplier Code of Conduct, Sustainable Procurement Policy, Health & Safety Policy and Grievance Redressal mechanisms. Customer and lender expectations have also supported improvements in EHS systems, supplier ESG due diligence, product quality, traceability, responsible sourcing and disclosure practices.

   At the community level, inputs received through CSR and local engagement are considered while designing initiatives in areas such as health, education, water access, skill development and community welfare. Similarly, employee and worker feedback is used to improve workplace safety, training, welfare measures, grievance handling and overall working conditions.

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

   Saatvik engages with vulnerable and marginalised stakeholder groups primarily through its CSR, community engagement and grievance redressal mechanisms. Saatvik identifies local communities around its operational areas, including rural households, school children, women, youth, economically weaker groups and persons with disabilities, as key focus groups for inclusive development.

   During the year, Saatvik undertook community-focused initiatives in areas such as education, healthcare, clean drinking water, renewable energy awareness, rural development, skill development and support for persons with disabilities. Inputs received from local communities and stakeholders are considered while planning CSR interventions so that programmes remain need-based and locally relevant.

   Saatvik also maintains community grievance and feedback channels to understand concerns and take corrective actions wherever required. These engagements help Saatvik strengthen its social impact and contribute to improved quality of life for communities around its operations.

PRINCIPLE 5 Businesses should respect and promote human rights

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	722	722	100%	567	567	100%
Other than permanent	0	0	NA	0	0	NA
Total Employees	**722**	**722**	**100%**	**567**	**567**	**100%**
Workers						
Permanent	0	0	NA	0	0	NA
Other than permanent	1,884	1,884	100%	2,247	2,247	100%
Total Workers	**1,884**	**1,884**	**100%**	**2,247**	**2,247**	**100%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**722**	**0**	**0%**	**722**	**100%**	**567**	**0**	**0%**	**567**	**100%**
Male	687	0	0%	687	100%	547	0	0%	547	100%
Female	35	0	0%	35	100%	20	0	0%	20	100%
Other than Permanent	**0**	**0**	**NA**	**0**	**NA**	**0**	**0**	**NA**	**0**	**NA**
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Workers										
Permanent	**0**	**0**	**NA**	**0**	**NA**	**0**	**0**	**NA**	**0**	**NA**
Male	0	0	NA	0	NA	0	0	NA	0	NA
Female	0	0	NA	0	NA	0	0	NA	0	NA
Other than Permanent	**1,884**	**0**	**0%**	**1,884**	**100%**	**2,247**	**0**	**0%**	**2,247**	**100%**
Male	1,884	0	NA	1,884	NA	2,246	0	0%	2,246	100%
Female	0	0	0%	0	100%	1	0	0%	1	100%

3. **Details of remuneration/salary/wages**

   a. **Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (INR)	Number	Median remuneration/salary/ wages of respective category (INR)
Board of Directors (BoD)	2*	21,40,000	3	6,80,000
Key Managerial Personnel	5#	3,00,00,000	0	0
Employees other than BoD and KMP	687	6,06,000	35	5,88,750
Workers	1884	2,02,081	0	0

*Independent & Non-Executive Directors.

#Executive Directors & other KMP(s).

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	3.05%	2.25%

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/No)**

Yes. Saatvik has a focal point responsible for addressing human rights impacts and issues. The Human Resources Department is responsible for implementing and monitoring the Human Rights Policy, proposing annual objectives to the Board, and identifying best practices and tools to strengthen human rights performance. Human rights-related concerns can also be raised through Saatvik's grievance and whistleblower mechanisms.

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

Saatvik has established internal mechanisms to receive and redress grievances related to human rights issues through its Human Rights Policy and Employee Engagement, Communication & Grievance Redressal Policy. Employees and workers can raise concerns relating to discrimination, harassment, unfair treatment, working conditions, labour rights, safety concerns or other human rights issues through the VOICE UP mechanism, HR channels, reporting managers, drop-boxes, phone, in-person reporting or email at grievance_internal@saatvikgroup.com.

Grievances are handled confidentially by the Grievance Redressal Committee/HR, with protection against retaliation. The process includes acknowledgement, investigation, documentation, resolution and closure within defined timelines. Serious matters such as human rights violations, labour rights issues or hazardous working conditions are given priority handling with interim protective measures, wherever required. Contractual workers are also covered through a separate escalation process involving the Line Manager, Plant HR, Plant Head and CHRO, as applicable.

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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

Saatvik has established safeguards to protect complainants from adverse consequences in discrimination and harassment cases. Complaints are handled confidentially, and the identity of the complainant is protected to the extent possible. Saatvik follows a strict non-retaliation approach, ensuring that employees, workers or other stakeholders raising concerns in good faith are protected from victimisation, intimidation or adverse action.

Complaints may be raised through HR, the VOICE UP mechanism, grievance channels, whistleblower/vigil mechanism or direct reporting to the concerned authority. Such matters are investigated fairly and sensitively, with escalation to the GRC, HR, CHRO or appropriate authority, wherever required.

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

Yes. Human rights requirements form part of Saatvik's business agreements and contractual expectations, wherever applicable. Saatvik expects its suppliers, contractors, business partners and other third parties to comply with applicable labour laws, prohibit child labour and forced labour, ensure non-discrimination, maintain safe working conditions and uphold responsible business conduct in line with Saatvik's Human Rights Policy and Supplier Code of Conduct.

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	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others- Working Conditions	100%

Saatvik assesses its plants and offices on human rights-related aspects through internal HR/EHS reviews, statutory compliance checks, grievance mechanisms, third-party environmental and social due diligence, and customer/lender audits, wherever applicable.

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

No significant risks or concerns relating to child labour, forced/involuntary labour, sexual harassment, workplace discrimination or wages were identified during the assessments conducted in FY 2025-26. However, Saatvik continues to strengthen preventive and corrective measures through human rights and POSH awareness, age verification during hiring, wage compliance checks, contractor and supplier compliance requirements, grievance redressal mechanisms, non-retaliation safeguards and periodic internal/third-party assessments. Any observations identified are addressed through corrective action plans and monitored for closure by the concerned functional teams.

Leadership Indicators

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

No material human rights grievances or complaints requiring major business process modification were reported during FY 2025-26. However, Saatvik has proactively strengthened its internal processes by adopting a Human Rights Policy and a formal VOICE UP grievance redressal mechanism. These processes cover confidential reporting, non-retaliation, investigation, escalation, corrective action tracking and separate grievance handling for contractual workers. Saatvik has also strengthened awareness, contractor compliance and supplier expectations on human rights, non-discrimination, safe working conditions and fair labour practices.

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

During FY 2025-26, human rights due diligence was undertaken through internal compliance reviews, HR & EHS assessments, grievance mechanisms and third-party environmental and social due diligence of Saatvik's operational plants. The scope covered employees, workers, contractual workforce and relevant business partners, with focus on child labour, forced labour, wages, working hours, non-discrimination, harassment, freedom of association, health and safety, working conditions and grievance redressal. Saatvik also continues to strengthen supplier and contractor-level human rights expectations through its policies and contractual requirements.

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. Saatvik endeavours to ensure that its offices and manufacturing premises are accessible to differently abled visitors in line with the intent of the Rights of Persons with Disabilities Act, 2016. Basic accessibility measures such as accessible entry/ exit routes, safe movement areas and visitor support are provided, wherever applicable. One of Saatvik's factory buildings is also IGBC Green Factory certified, where accessibility forms part of the assessment parameters. Saatvik continues to review and improve accessibility across its premises.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	70%
Discrimination at workplace	70%
Child labour	70%
Forced/ Involuntary labour	70%
Wages	70%
Others-ESG Risks	70%

Saatvik assesses key value chain partners through supplier onboarding, due diligence, contractual requirements, Supplier Code of Conduct, ESG/sustainability assessments and periodic engagement. These assessments cover human rights, labour practices, non-discrimination, prohibition of child and forced labour, wage compliance, health and safety, working conditions and responsible business conduct.

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

No significant risks or concerns were identified from the assessment of value chain partners during FY 2025-26. However, Saatvik continues to strengthen preventive and corrective measures through supplier onboarding checks, contractual ESG and human rights requirements, Supplier Code of Conduct, awareness sessions, periodic supplier engagement, and due diligence reviews. Any observation identified during supplier assessment or audits is addressed through corrective action plans and monitored for closure by the concerned procurement, sustainability and business teams.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From Renewable sources		
Total electricity consumption (A) (In GJ)	6,889.67	2,694.40
Total fuel consumption (B) (In GJ)	Nil	Nil
Energy consumption through other sources (C) (In GJ)	Nil	Nil
Total energy consumption from renewable sources (A+B+C) (In GJ)	6,889.67	2,694.40
From Non-Renewable sources		
Total electricity consumption (D) (In GJ)	177,317.41	88,640.41
Total fuel consumption (E) (In GJ)	6,392.54	1,908.58
Energy consumption through other sources (F) (In GJ)	Nil	Nil
Total energy consumption from non-renewable sources (D+E+F) (In GJ)	183,709.95	90,548.99
Total energy consumed (A+B+C+D+E+F) (In GJ)	**190,599.62**	**93,243.39**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.00000419 GJ/INR	0.00000432 GJ/INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.00009387 GJ/INR	0.00009677 GJ/INR
Energy intensity in terms of physical output	60.28 GJ/MW	67.13 GJ/MW
Energy intensity (optional) – GJ per INR millions turnover	4.19 GJ/INR millions	4.32 GJ/INR millions

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.

No. No independent assessment, evaluation or assurance of the energy consumption and energy intensity data was carried out by an external agency during FY 2025-26.

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. Saatvik does not have any site or facility identified as a Designated Consumer (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India during FY 2025-26. Accordingly, no PAT targets were applicable to Saatvik during the reporting period.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	37,513	17,890
(iii) Third party water	Nil	Nil
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	37,513	17,890
Total volume of water consumption (in kiloliters)	37,513	17,890
Water intensity per rupee of turnover	0.00000082 KL/INR	0.00000083 KL/INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	0.00001837 KL/INR	0.00001859 KL/INR
Water intensity in terms of physical output	11.86 KL/MW	12.88 KL/MW
Water intensity (optional) – KL per INR millions turnover	0.82 KL/INR millions	0.83 KL/INR millions

**As Saatvik has negligible wastewater discharge from its operations, water withdrawal is substantially equivalent to water consumption during the reporting period.*

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.

No. No independent assessment, evaluation or assurance of the water withdrawal, water consumption and water intensity data was carried out by an external agency during FY 2025-26.

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 KL)		
(i) To surface water	0	0
- No treatment	0	0
- With treatment	0	0
(ii) To groundwater	0	0
- No treatment	0	0
- With treatment	0	0
(iii) To seawater	0	0
- No treatment	0	0
- With treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment	0	0
Total water discharge (in KL)	**0***	**0**

**Saatvik has negligible wastewater discharge from its operations. Accordingly, total water discharge during FY 2025-26 and FY 2024-25 was reported as Nil.*

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

Yes, Saatvik has implemented a Zero Liquid Discharge (ZLD) mechanism at its manufacturing facilities through the installation of appropriate wastewater treatment and recycling systems for managing industrial and domestic effluents. Treated wastewater is reused within the facility, thereby minimising liquid discharge and reducing dependence on freshwater resources.

At locations where water is primarily used for domestic purposes such as drinking and sanitation, Saatvik has negligible wastewater discharge. Saatvik continues to undertake measures to enhance water efficiency, increase water recycling and reuse, and optimise water consumption across its operations as part of its commitment to responsible water stewardship.

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

Parameter	Please specify unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NOx	MT	0.168	0.050
SOx	MT	0.054	0.016
Particulate Matter (PM)	MT	0.090	0.027
Persistent Organic Pollutants (POP)	-	Not Applicable/ Not Monitored	Not Applicable/ Not Monitored
Volatile Organic Compounds (VOC)*	MT	0.035	0.010
Hazardous Air Pollutants (HAP)	-	Not Applicable/ Not Monitored	Not Applicable/ Not Monitored
Others – Carbon Monoxide (CO)	MT	0.059	0.018

Note: Air emissions have been estimated based on DG set running hours, stack monitoring reports and total diesel consumption during the reporting period. Pollutants reported in g/kW-hr have been annualised using DG rated capacity and running hours, while SO_2 reported in mg/Nm^3 has been annualised using stack concentration, stack flow rate and running hours. The estimates are based on representative stack monitoring results and operational records.

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.

No independent assurance of the annualised emission calculation has been carried out.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	449	204
Total Scope 2 emissions	Metric tonnes of CO_2 equivalent	35,879	17,164
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO_2 equivalent	36,328	17,368
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover	Metric tonnes of CO_2e/INR	0.0000007987	0.0000008047
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	Metric tonnes of CO_2e/INR	0.00001789	0.00001802
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO_2e/MW	11.49	12.50
Total Scope 1 and Scope 2 emission intensity (optional)	Metric tonnes of CO_2e/INR millions turnover	0.7987	0.8047

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.

No. No independent assessment, evaluation or assurance of the Scope 1 and Scope 2 GHG emissions and related emission intensity data was carried out by an external agency during FY 2025-26.

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

Saatvik continued to implement energy efficiency and resource optimisation initiatives across its solar module manufacturing operations during FY 2025-26. Key measures undertaken included replacement of conventional pumps with energy-efficient pumps, installation of high-efficiency motors, retrofitting and optimisation of chiller systems, replacement of conventional lighting with LED fixtures, and electrification of material handling equipment such as forklifts.

Saatvik also focused on reducing energy losses through identification and rectification of leakages in compressed air systems, preventive maintenance of utilities, and optimisation of manufacturing processes. These initiatives contributed to improved energy performance, reduced electricity consumption, enhanced operational efficiency, and lower greenhouse gas emissions.

In addition, Saatvik is actively evaluating opportunities to increase the share of renewable energy in its electricity consumption through on-site and off-site renewable energy sourcing options. By progressively integrating renewable energy into its manufacturing operations, Saatvik aims to reduce its Scope 2 greenhouse gas emissions, strengthen energy security, and support its long-term decarbonisation and sustainable manufacturing objectives.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total waste generated (in metric tonnes)		
Plastic waste (A)	410.00	189.26
E-waste (B)	18.00	8.11
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	45.00	13.52
Battery waste (E)	4.00	2.03
Radioactive waste (F)	0	0
Other hazardous waste – discarded lube waste, mechanical oil, DG oil and service oil (G)	128.00	60.16
Other non-hazardous waste – glass scrap, aluminium scrap, packaging waste, EVA/backsheet scrap, wooden pallets, etc. (H)	6,950.00	3,366.10

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total (A+B+C+D+E+F+G+H)	**7,555.00**	**3,639.18**
Waste intensity per rupee of turnover	0.0000001661MT/INR	0.0000001686 MT/INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	0.00000372 MT/INR	0.00000378 MT/INR
Waste intensity in terms of physical output	2.39 MT/MW	2.62 MT/MW
Waste intensity – Metric tonne/total number of employees	10.46 MT/employee	6.41 MT/employee
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Recycled	855.00	290.65
Re-used	6,560.00	3,143.05
Other recovery operations	140.00	205.48
Total recovered	**7,555.00**	**3,639.18**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Incineration	0	0
Landfilling	0	0
Other disposal operations	0	0
Total disposed	**0**	**0**

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.

No. No independent assessment, evaluation or assurance of the waste generation, recovery, disposal and related waste intensity data was carried out by an external agency during FY 2025-26.

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.**

Saatvik follows a structured waste management approach focused on waste minimisation, material efficiency, segregation at source, reuse, recycling and disposal through authorised agencies. Waste generated at Saatvik's establishments is segregated into hazardous and non-hazardous categories and stored in designated areas before being handed over to authorised recyclers, vendors or waste management agencies in accordance with applicable regulatory requirements.

Saatvik's manufacturing operations generate waste such as plastic packaging, e-waste, battery waste, construction and demolition waste, used oil/lube oil, glass scrap, aluminium scrap, EVA/backsheet scrap, wooden pallets and other packaging waste. Saatvik has adopted circular economy-oriented practices such as reuse of wooden pallets, refurbishment of packaging materials, recycling of plastic and scrap materials, and responsible handling of hazardous waste through authorised vendors.

During the year, Saatvik implemented several resource efficiency initiatives to reduce material consumption and associated waste generation. These include reduction in EPE material consumption from 2.45 kg/module to 2.24 kg/module, resulting in approximately 8.49% reduction per module; optimisation of aluminium frame size, leading to lower aluminium usage and module weight; reduction in copper and solder material consumption; and wooden pallet optimisation by reducing wooden blocks from 18 to 15 and optimising plank/block dimensions while maintaining packaging strength and product safety.

Saatvik has also undertaken Life Cycle Assessment and published an Environmental Product Declaration for its TOPCon G12R solar module, supporting product-level environmental transparency and material efficiency. Saatvik continues to explore opportunities for improved design, responsible packaging, product durability and end-of-life recyclability of solar modules.

To reduce the usage of hazardous and toxic chemicals in products and processes, Saatvik follows product safety and compliance requirements such as RoHS and REACH, wherever applicable. Saatvik also focuses on controlled procurement, safe storage, proper labelling, use of safety data sheets, employee training, spill prevention, PPE usage and safe handling procedures for chemicals and hazardous materials. Hazardous wastes such as used oil, discarded lube oil and other process-related hazardous waste are stored separately and disposed of only through authorised recyclers or treatment facilities.

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
	Not Applicable	Not Applicable	Not Applicable

Saatvik does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests or coastal regulation zones where specific environmental approvals/clearances are required on account of such location. Accordingly, this disclosure is not applicable for FY 2025-26.

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
Environmental and Social Impact Assessment (ESIA) for the greenfield integrated solar cell and module manufacturing facility at Ganjam, Odisha	Not Applicable	Not Applicable	Yes	No	Not Applicable

As per applicable environmental requirements, no statutory Environmental Impact Assessment (EIA) was required for the above project during FY 2025-26. However, as a responsible business practice and to strengthen environmental and social risk management, Saatvik proactively conducted an Environmental and Social Impact Assessment (ESIA) for its greenfield project in Odisha through an independent external agency.

The ESIA covered potential environmental and social aspects such as land and site conditions, resource use, water and wastewater management, occupational health and safety, labour and working conditions, community health and safety, stakeholder engagement, grievance management, and environmental management measures. The assessment was undertaken to align the project with best industry practices, including IFC Performance Standards and applicable environmental and social safeguard expectations.

The findings of the ESIA are being used to strengthen the project-level Environmental and Social Management Plan (ESMP), construction-stage controls, contractor management, compliance monitoring and stakeholder engagement practices.

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

Yes. Based on internal compliance records, Saatvik Green Energy Limited is compliant with the applicable environmental laws, regulations and guidelines in India, including the Water (Prevention and Control of Pollution) Act, 1974, the Air (Prevention and Control of Pollution) Act, 1981, the Environment (Protection) Act, 1986 and rules made thereunder.

During FY 2025-26, Saatvik did not have any material non-compliance with applicable environmental laws and regulations. No fines, penalties or regulatory actions were imposed by Pollution Control Boards, courts or other environmental regulatory authorities for non-compliance during the reporting period.

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: Tehsil Barara and Saha - Ambala district, Tehsil Shahabad -Kurukshetra District

(ii) Nature of operations: Manufacturing of Solar PV Modules

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	37,513	17,890
(iii) Third party water	0	0
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	**37,513**	**17,890**
Total volume of water consumption (in kiloliters)	**37,513**	**17,890**
Water intensity per rupee of turnover	0.00000082 KL/INR	0.00000083 KL/INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	0.00001847 KL/INR	0.00001857 KL/INR
Water intensity in terms of physical output	11.86 KL/MW	12.88 KL/MW
Water intensity (optional) – KL per INR million turnover	0.82 KL/INR millions	0.83 KL/INR millions
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kiloliters)	**Nil**	**Nil**

Saatvik primarily withdraws groundwater for operational and domestic requirements. Total water withdrawal is considered equivalent to total water consumption, as Saatvik has negligible water discharge from its operations. No water was discharged into surface water, groundwater, seawater, third parties or any other destination during FY 2025-26 and FY 2024-25. Saatvik's manufacturing facilities located at Village Dubli, Tehsil Barara & Saha, District Ambala and Village Mohri, Tehsil Shahabad, District Kurukshetra fall under water-stressed areas for BRSR reporting purposes.

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.

No. No independent assessment, evaluation or assurance of the water withdrawal, consumption and discharge data for water-stressed areas was carried out by an external agency during FY 2025-26.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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	Saatvik has not accounted for Scope 3 emissions for FY 2025-26 and had not undertaken Scope 3 emissions assessment for FY 2024-25. Accordingly, Scope 3 emissions intensity per rupee of turnover and other optional Scope 3 intensity metrics are not applicable for the reporting period.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity *(optional)* – the relevant metric may be selected by the entity			

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.

Not Applicable

3. **With respect to the ecologically sensitive areas reported at Question 10 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.**

Not Applicable. Saatvik does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests or coastal regulation zones. Accordingly, there are no significant direct or indirect biodiversity impacts to report for FY 2025-26.

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
1	Environmental Product Declaration of Solar Module TOPCon G12R	https://www.saatvikgroup.com/docs/esg/Saatvik-N-TOPCon-Bifacial-G12R-EPD.pdf	Enabled quantification of life-cycle environmental impacts and identification of improvement opportunities across the value chain, supporting product transparency, carbon footprint management, and informed sustainability decision-making.
2	Ribbon Thickness Optimisation	Saatvik implemented a material optimisation initiative by reducing ribbon thickness from 0.26 mm to 0.24 mm in solar module manufacturing while maintaining electrical and mechanical performance standards.	The initiative resulted in reduced copper and solder material consumption, improved resource efficiency, and optimisation of overall raw material usage in module production.
3	Optimisation of Encapsulant Consumption in Module	Saatvik implemented an initiative to reduce EPE material consumption in G12R and M10R solar modules by replacing 480 GSM EPE with 440 GSM EPE without affecting product quality or Module performance. The dimensions and material utilisation were optimised for both front and back side packaging.	The initiative reduced EPE material consumption from 2.45 kg/module to 2.24 kg/module, resulting in an overall material consumption reduction of approximately 8.49% per module, thereby improving resource efficiency and reducing waste.
4	Frame Size Optimisation	Approximately 80% of module production was shifted from 35 mm frames to 30 mm frames to optimise aluminium consumption without compromising product strength and reliability.	The initiative significantly reduced aluminium usage and module weight, resulting in improved material efficiency, conservation of natural resources, and reduction in embodied carbon associated with aluminium production.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary	Outcome of the initiative
5	Wooden Pallet Optimisation	Saatvik implemented a pallet optimisation initiative by reducing the number of wooden blocks used in pallets from 18 blocks to 15 blocks. Additionally, the width of wooden planks was reduced from 90 mm to 85 mm, and the dimensions of wooden blocks were also optimised from 90 mm to 85 mm while maintaining pallet strength and packaging safety requirements.	The initiative reduced overall wood consumption in pallet manufacturing, improving material efficiency and reducing packaging waste. It also contributed to environmental sustainability through lower timber usage, conservation of natural resources, reduction in transportation weight, and lower carbon emissions associated with raw material processing and logistics.

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

Yes. Saatvik has established business continuity and emergency response processes to ensure operational resilience and employee safety during emergencies and disruptive events. Cross-functional response teams, defined escalation protocols, and emergency preparedness plans are in place to minimise business disruptions. Regular emergency drills, safety training, and crisis preparedness exercises are conducted across operations.

For cyber security, Saatvik maintains Business Continuity Plans (BCP), Disaster Recovery (DR) arrangements, and a robust Information Security Management System (ISMS) framework supported by secure IT infrastructure, data backup systems, and recovery protocols. These measures are periodically reviewed and tested.

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.

Saatvik has not identified any significant adverse environmental impacts arising directly from its value chain during the reporting period. However, recognising potential environmental risks associated with upstream activities, Saatvik actively engages with key suppliers to promote responsible environmental practices and compliance with applicable environmental regulations.

Saatvik's mitigation approach includes implementation of its Sustainable Procurement Policy and Supplier Code of Conduct, supplier awareness and engagement initiatives, preference for compliant and responsible suppliers, and integration of environmental considerations into procurement and supplier evaluation processes. These measures are supported by periodic reviews and ongoing monitoring to strengthen environmental performance across the value chain.

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

Saatvik assesses the environmental performance of 100% of its key value chain partners through supplier evaluation, onboarding, and periodic review processes. Environmental criteria, including compliance with applicable environmental regulations and responsible business practices, form an integral part of Saatvik's sustainable procurement framework and supplier assessment process.

8. **How many Green Credits have been generated or procured:**

a.	By the listed entity	**Nil**
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	**Nil**

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

4

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;

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
4	All India Solar Industries Association (AISIA)	National

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
NA	NA	NA

Leadership Indicators

1. Details of public policy positions advocated by the entity;

S. 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
Saatvik participates in policy dialogue and advocacy preferably through recognised industry associations and industry forums such as CII, FICCI, ASSOCHAM, and AISIA. These engagements are aimed at promoting the growth of the renewable energy and solar manufacturing sector, fostering sustainable development, and supporting the development of a conducive policy environment for the industry.					

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 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
Environmental and Social Impact Assessment (ESIA) undertaken for Saatvik Green Energy Limited's greenfield integrated solar cell and module manufacturing facility at Ganjam, Odisha. The assessment evaluated potential environmental and social impacts associated with the construction and operation of the facility and identified appropriate mitigation and management measures.	Not Applicable*	Not Applicable*	Yes	No	Not Applicable*

** As per applicable environmental regulations, the project was not required to undertake a separate Social Impact Assessment (SIA) under land acquisition laws during the reporting period. However, as part of its commitment to responsible project development and in line with international environmental and social risk management practices, Saatvik's subsidiary Saatvik Solar Industries Pvt Ltd proactively commissioned an Environmental and Social Impact Assessment (ESIA) for its greenfield integrated solar cell and module manufacturing facility at Ganjam, Odisha. The ESIA was conducted by an independent third-party consultant in accordance with internationally recognised environmental and social safeguard standards and included the identification of potential environmental and social impacts along with appropriate mitigation measures.*

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement (R&R) activities were undertaken by Saatvik during FY 2025-26. Accordingly, there were no ongoing projects requiring R&R, no Project Affected Families (PAFs) identified under any R&R programme, and no compensation or assistance payments were made towards R&R during the reporting period.						

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

Saatvik has established a formal Grievance Redressal Policy for External Stakeholders to provide accessible, transparent, and fair mechanisms for receiving, addressing, and resolving concerns raised by communities and other external stakeholders. The mechanism is applicable to local communities, affected persons, suppliers, contractors, customers, NGOs, civil society organisations, business partners, and other external stakeholders.

Stakeholders can submit grievances through multiple channels, including email, web-based communication, postal mail, telephone, or in-person interactions. Grievances may relate to environmental and social impacts, community concerns, health and safety, human rights, labour practices, business ethics, product stewardship, contractual matters, or other ESG-related issues. The dedicated grievance email address is grievance.ext@saatvikgroup.com.

All grievances are recorded in a centralised grievance register and assigned a unique reference number. Upon receipt, grievances are acknowledged within 5–7 business days and undergo a preliminary assessment to determine their admissibility and severity. Eligible grievances are investigated by relevant functional teams and, where required, reviewed by the Grievance Redressal Committee (GRC), comprising representatives from Procurement, Legal, Operations, Sustainability, Compliance, and other relevant functions, under the leadership of the CFO/CHRO.

The mechanism follows the principles of accessibility, transparency, confidentiality, non-retaliation, impartiality, stakeholder participation, and timely remediation. Complainants are kept informed throughout the process, and appropriate corrective and preventive actions are implemented based on investigation findings. Saatvik also provides an appeal mechanism for unresolved grievances and periodically reviews grievance trends to strengthen stakeholder engagement and operational performance.

The External Stakeholder Grievance Redressal Policy is publicly available on Saatvik's website: https://www.saatvikgroup.com/docs/esg/Saatvik-Grievance-Redressal-Policy-for-External-Stakeholders.pdf.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/small producers	1.18%	1.13%
Directly from within India	23.05%	22.75%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	92.80%	92.95%
Semi-Urban	0	0
Urban	7.20%	7.05%
Metropolitan	0	0

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
Potential community, labour, health & safety, and environmental impacts associated with the development and operation of the greenfield integrated solar cell and module manufacturing facility in Odisha.	Based on the ESIA (Environmental & Social Impact Assessment) findings, Saatvik developed and implemented Environmental and Social Management Plans (ESMPs), strengthened stakeholder engagement mechanisms, established grievance redressal processes, and conducted awareness and training programmes for employees and contractors to mitigate identified risks.

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable	Not Applicable	Not Applicable	Nil*

Saatvik did not undertake any CSR projects in districts identified as Aspirational Districts by the Government of India during FY 2025-26. Accordingly, no CSR expenditure was incurred in Aspirational Districts during the reporting period.

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

Yes. Saatvik promotes inclusive procurement practices through its Sustainable Procurement Policy, which encourages greater participation of underrepresented supplier groups and supports diversity, equity, and inclusion across the supply chain. The policy also includes a commitment to increase engagement with MSMEs, women-owned businesses, and minority-owned enterprises as part of Saatvik's responsible sourcing framework. Supplier selection and evaluation processes incorporate environmental, social, ethical, and governance considerations, while encouraging participation from eligible suppliers belonging to marginalised and underrepresented groups.

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

Micro, Small and Medium Enterprises (MSMEs)

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

1.18%

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:**

S. 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:**

During FY 2025-26, Saatvik's CSR initiatives positively impacted approximately 1,233 beneficiaries across education, healthcare, disability rehabilitation, renewable energy access, rural infrastructure development, women empowerment, and skill development. A significant proportion of the beneficiaries belonged to vulnerable and marginalised groups, reflecting Saatvik's commitment to inclusive and equitable community development.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Support for education and tuition assistance to underprivileged students in Faridabad	100	100%
2	Installation of rooftop solar PV systems at community institutions	500	80%
3	Support to Shri Satya Sai Manav Seva Charitable Hospital for eye treatment and healthcare services	110	100%
4	Free artificial limb camp at Mother Teresa Orthopedic Hospital, Chandigarh	24	100%
5	Support to BIRRD Trust for treatment and rehabilitation of persons with disabilities	10	100%
6	Support to paraplegic patients through Sai Aasra Paraplegic Rehabilitation Centre, Chandigarh	4	100%
7	Support to rural government schools in Dubli and Khanpur villages, Ambala, through school infrastructure development	110	100%
8	Support for girls' education through infrastructure development at Arya Girls School	300	100%
9	Skill development programme in solar manufacturing for youth	75	100%
Total		**1,233**	**~92%***

**The majority of CSR beneficiaries belong to vulnerable and marginalised groups, including underprivileged students, rural communities, persons with disabilities, economically disadvantaged patients, girls, and unemployed youth. The percentage has been calculated based on the beneficiary profile of individual CSR interventions.*

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

   Saatvik has established a structured customer grievance and feedback management mechanism to receive, track, investigate, and resolve customer concerns in a timely manner. Customer complaints and feedback can be submitted through multiple channels, including customer service teams, sales representatives, email, telephone, and Saatvik's website.

   All complaints are formally logged, acknowledged, assessed, and investigated by the relevant functions. Appropriate corrective and preventive actions are implemented, and customers are kept informed throughout the resolution process. Defined response timelines are followed to ensure timely closure of complaints. Customer feedback is periodically reviewed to identify improvement opportunities in products, services, and customer experience. Complaint trends and resolution effectiveness are continuously monitored to strengthen customer satisfaction and operational excellence.

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	100%*
Safe and responsible usage	
Recycling and/or safe disposal	

**All solar photovoltaic modules sold by Saatvik are accompanied by product manuals and technical documentation containing information on product specifications, environmental and safety considerations, safe installation and usage practices, handling requirements, and end-of-life management guidance. Accordingly, 100% of Saatvik's product turnover is derived from products carrying information relating to environmental and social parameters, safe and responsible usage, and recycling and/or safe disposal.*

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others – General service complaints	27	0	Resolved	12	0	Resolved

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	

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

   Yes. Saatvik has established a comprehensive Data Privacy & Protection Policy that provides a framework for managing data privacy, information security, cyber security risks, data governance, breach reporting, access controls, incident management, and compliance with applicable laws, including the Digital Personal Data Protection Act, 2023 (DPDP Act) and the Information Technology Act, 2000. The policy defines roles and responsibilities for the Board of Directors, Information Security Steering Committee, Data Protection Officer (DPO), and Chief Information Security Officer (CISO), and includes provisions relating to data protection, cybersecurity controls, data breach response, risk management, employee awareness, and grievance redressal mechanisms. The policy can be accessed at Saatvik website: https://www.saatvikgroup.com/docs/esg/Saatvik-Data-Privacy-and-Protection-Policy.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.**

   No material issues relating to advertising, delivery of services, cyber security and data privacy, product recalls, or regulatory actions on product/service safety were reported during FY 2025-26. Accordingly, no corrective actions were required during the reporting period.

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

   a. Number of instances of data breaches along-with impact

      0

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

      0

   c. Impact, if any, of the data breaches

      NA

Leadership Indicators

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

   Information on Saatvik's products and services is available through its corporate website (https://saatvikgroup.com/), including the dedicated Products section, which provides details on product specifications, technical documentation, certifications, warranties, and other relevant customer information.

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

   Saatvik Green Energy promotes the safe, efficient, and responsible use of its solar photovoltaic products through a combination of customer education, technical support, product transparency, and sustainability disclosures.

   i. Customer Knowledge and Product Resources: Saatvik provides comprehensive product information through its website, including technical specifications, product features, certifications, warranties, performance parameters, and application-related guidance to help customers make informed decisions.

   ii. Installation, Safety and Operational Guidance: Each product is supported by detailed product manuals, installation guidelines, Product Safety Data Sheets (PSDS), technical datasheets, and warranty documentation. These resources provide information on safe handling, installation, operation, maintenance, and end-of-life considerations for solar modules.

   iii. Industry Engagement and Awareness Building: Saatvik actively participates in industry conferences, trade exhibitions, webinars, technical forums, and stakeholder engagement platforms to promote awareness of renewable energy technologies, sustainable energy adoption, and responsible utilisation of solar solutions. Through these engagements, Saatvik shares technical knowledge, industry best practices, and sustainability insights with customers, industry partners, and the wider community

   iv. Transparency on Environmental Performance: Saatvik has undertaken Life Cycle Assessment (LCA) studies and published a third-party verified Environmental Product Declaration (EPD) for its select solar modules. These disclosures provide stakeholders with transparent information on the environmental impacts of Saatvik's products across their lifecycle and support informed sustainability-related decision-making.

   Through these initiatives, Saatvik strengthens customer awareness, promotes responsible product usage, and advances the adoption of sustainable energy solutions.

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

   Saatvik serves customers across multiple segments of the solar energy value chain, including solar photovoltaic modules, solar pumping solutions, EPC services, and other renewable energy applications. Saatvik has established structured customer engagement and communication mechanisms to ensure that customers are promptly informed of any issues that may impact product availability, delivery schedules, installation timelines, or service commitments.

Customer interactions, feedback, and grievances are managed through a dedicated Customer Relationship Management (CRM) platform, which facilitates efficient issue tracking, escalation, and resolution. Supported by dedicated sales, service, and technical support teams, Saatvik maintains regular communication with customers and stakeholders to address concerns in a timely manner. This approach helps enhance customer satisfaction, strengthen trust, and ensure continuity and reliability of services.

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. 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. Saatvik provides product information and disclosures beyond applicable regulatory requirements to enhance transparency, product stewardship, and customer awareness.

Products manufactured at Saatvik's Ambala facilities are supported by several voluntary certifications, disclosures, and technical information, including:

i. Environmental Product Declaration (EPD): Saatvik has published a third-party verified EPD for its solar modules, providing transparent information on life-cycle environmental impacts. The EPD is voluntary and supports informed decision-making by customers and other stakeholders.

ii. International Product Certifications: In addition to mandatory BIS certification (IS 14286/IS 16077), Saatvik's products comply with internationally recognised standards such as IEC 61215 and IEC 61730 and are supported by independent certifications and testing from certification bodies such as TÜV Rheinland, and SGS, enhancing product credibility and global market acceptance.

iii. Enhanced Product Information: Saatvik provides detailed product manuals, technical datasheets, Product Safety Data Sheets (PSDS), warranty documents, installation guidelines, and sustainability-related disclosures to support safe, responsible, and efficient product usage.

Yes. Saatvik periodically assesses customer satisfaction through structured customer feedback mechanisms, customer engagement processes, and independent customer assessments. Feedback received is used to improve product quality, service delivery, and overall customer experience.