

Date: August 25, 2026

**The BSE Limited**

Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001

**The National Stock Exchange of India Limited**

Exchange Plaza, Bandra-Kurla Complex  
Bandra (E), Mumbai – 400 051

**Scrip Code: 541540, 890202**

**Symbol: SOLARA, SOLARAPP1**

Dear Sir/Madam,

**Subject: Business Responsibility and Sustainability Report for the FY 2025-26**

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2026.

This is for your kind information and records.

Thanking You,

**Yours Faithfully,**  
**For Solara Active Pharma Sciences Limited**

**Pooja Jaya Kumar**  
**Company Secretary & Compliance Officer**  
**ICSI Membership No.: A57415**

Encl. As above

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

|    |                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | Corporate Identity Number (CIN) of the Listed Entity                                                                                                                                                                                                                 | L24230MH2017PLC291636                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2  | Name of the Listed Entity                                                                                                                                                                                                                                            | Solara Active Pharma Sciences Limited                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 3  | Year of incorporation                                                                                                                                                                                                                                                | 2017                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 4  | Registered office address                                                                                                                                                                                                                                            | 'Cyber One', Unit No. 902, Plot No. 4 & 6, Sector 30A, Vashi, Navi Mumbai, Mumbai, Maharashtra, India, Pin code: 400703                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 5  | Corporate address                                                                                                                                                                                                                                                    | TICEL BIO PARK,, 6th floor Module No. 601, 602, 603, Phase II - CSIR Road, Taramani, Chennai, Tamil Nadu, India, Pin code: 600113                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 6  | E-mail                                                                                                                                                                                                                                                               | <a href="mailto:investors@solara.co.in">investors@solara.co.in</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 7  | Telephone                                                                                                                                                                                                                                                            | +91 44 4344 6700                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 8  | Website                                                                                                                                                                                                                                                              | <a href="http://www.solara.co.in">www.solara.co.in</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 9  | Financial year for which reporting is being done                                                                                                                                                                                                                     | April 1, 2025 to March 31, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 10 | Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                                                | BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 11 | Paid-up Capital                                                                                                                                                                                                                                                      | ₹ 44.51 Crores.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report                                                                                                                                     | Ms. Pooja Jaya Kumar<br>Company Secretary<br>Ph: +91 44 43446700 / 080 46632102<br>Email: <a href="mailto:pooja.j@solara.co.in">pooja.j@solara.co.in</a>   <a href="mailto:Investors@solara.co.in">Investors@solara.co.in</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 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). | Standalone. The boundary of reporting includes Solara Active Pharma (the Company)'s following 10 locations: <ul style="list-style-type: none"> <li>• <b>06 manufacturing locations:</b> <ul style="list-style-type: none"> <li>- Ambernath</li> <li>- Cuddalore</li> <li>- Mangalore</li> <li>- Mysore</li> <li>- Pondicherry</li> <li>- Vizag*</li> </ul> </li> <li>• <b>02 offices and 01 R&amp;D Center:</b> <ul style="list-style-type: none"> <li>- Corporate Office, Chennai</li> <li>- Sales and Marketing office, Bangalore</li> <li>- R&amp;D Center, Chennai</li> </ul> </li> <li>• 01 registered office in Mumbai which is not considered as part of the reporting boundary due to its negligible operational footprint.</li> </ul> |
| 14 | Name of assurance provider                                                                                                                                                                                                                                           | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 15 | Type of assurance obtained                                                                                                                                                                                                                                           | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

\*Additionally, in the previous reporting year FY25, the Company recorded one month data in FY25 from Vizag plant as opposed to complete 12 months reporting in FY26.

### 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      | Active Pharmaceutical Ingredients | Design and manufacture commercial APIs across therapeutic categories, complex products, including polymer-based APIs | 100 %                       |

#### 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      | Active Pharmaceutical Ingredients | 21001    | 100%                            |

### 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      | 06               | 03 offices & 01 R&D Center* | 10    |
| International | 0                | 0                           | 0     |

\*The 3 offices include a registered office in Mumbai which has not been considered as part of the reporting boundary since the environmental and social footprint is negligible relative to other locations.

#### a. Markets served by the entity:

##### a. No. of Locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 21     |
| International (No. of Countries) | 64     |

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

52%

#### c. A brief type of customers

Solara's customers comprise leading generic and innovator pharmaceutical companies globally that utilize the Company's Active Pharmaceutical Ingredients (APIs) in the manufacture of finished pharmaceutical formulations.

### IV. Employees

#### 20. Details as at the end of Financial Year (FY2025-26)

#### a. Employees and workers (including differently abled)

| Sl. No.   | Particulars                    | Total (A)   | Male        |            | Female     |            |
|-----------|--------------------------------|-------------|-------------|------------|------------|------------|
|           |                                |             | No. (B)     | % (B/A)    | No. (C)    | % (C/A)    |
| EMPLOYEES |                                |             |             |            |            |            |
| 1         | Permanent (D)                  | 1027        | 928         | 90%        | 99         | 10%        |
| 2         | Other than Permanent (E)       | 5           | 4           | 80%        | 1          | 20%        |
| 3         | <b>Total employees (D + E)</b> | <b>1032</b> | <b>932</b>  | <b>90%</b> | <b>100</b> | <b>10%</b> |
| WORKERS   |                                |             |             |            |            |            |
| 4         | Permanent (F)                  | 642         | 642         | 100%       | 0          | NA         |
| 5         | Other than Permanent (G)       | 1434        | 1321        | 92%        | 113        | 8%         |
| 6         | <b>Total workers (F + G)</b>   | <b>2076</b> | <b>1963</b> | <b>95%</b> | <b>113</b> | <b>5%</b>  |

#### b. Differently abled employees and workers:

| Sl. No.                     | Particulars                                      | Total (A) | Male     |             | Female   |           |
|-----------------------------|--------------------------------------------------|-----------|----------|-------------|----------|-----------|
|                             |                                                  |           | No. (B)  | % (B/A)     | No. (C)  | % (C/A)   |
| DIFFERENTLY ABLED EMPLOYEES |                                                  |           |          |             |          |           |
| 1                           | Permanent (D)                                    | 1         | 1        | 100%        | 0        | NA        |
| 2                           | Other than Permanent (E)                         | 0         | 0        | NA          | 0        | NA        |
| 3                           | <b>Total differently abled employees (D + E)</b> | <b>1</b>  | <b>1</b> | <b>100%</b> | <b>0</b> | <b>NA</b> |
| DIFFERENTLY ABLED WORKERS   |                                                  |           |          |             |          |           |
| 4                           | Permanent (F)                                    | 0         | 0        | NA          | 0        | NA        |
| 5                           | Other than Permanent (G)                         | 0         | 0        | NA          | 0        | NA        |
| 6                           | <b>Total differently abled workers (F+G)</b>     | <b>0</b>  | <b>0</b> | <b>NA</b>   | <b>0</b> | <b>NA</b> |

#### 21. Participation/Inclusion/Representation of women

| Representative Stakeholder | Total (A) | No. and percentage of Females (B) |           |
|----------------------------|-----------|-----------------------------------|-----------|
|                            |           | No (B)                            | % (B / A) |
| Board of Directors         | 8         | 1                                 | 13%       |
| Key Management Personnel   | 2         | 1                                 | 50%       |

Note: Out of 4 Key Managerial Personnel, 2 Key Managerial Personnel are part of Board of Directors and have been considered under the same.

## 22. Turnover rate for permanent employees and workers

|                     | FY 2025-26<br>(Turnover rate in current FY) |        |       | FY 2024-25<br>(Turnover rate in previous FY) |        |       | FY2023-24<br>(Turnover rate in prior to previous FY) |        |       |
|---------------------|---------------------------------------------|--------|-------|----------------------------------------------|--------|-------|------------------------------------------------------|--------|-------|
|                     | Male                                        | Female | Total | Male                                         | Female | Total | Male                                                 | Female | Total |
| Permanent Employees | 13%                                         | 10%    | 13%   | 31%                                          | 22%    | 30%   | 21%                                                  | 28%    | 22%   |
| Permanent Workers   | 4%                                          | NA     | 4%    | 5%                                           | NA     | 5%    | 4%                                                   | NA     | 4%    |

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

### 23. Names of holding / subsidiary / associate companies / joint ventures

| Sr. No. | Name of the holding /subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|----------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1       | Chemsynth Laboratories Private Limited                                     | Subsidiary                                                     | 49%                               | No                                                                                                                           |
| 2       | Shasun USA Inc                                                             | Subsidiary                                                     | 100%                              | No                                                                                                                           |
| 3       | Synthix Global Pharma Solutions Limited                                    | Subsidiary                                                     | 100%                              | No                                                                                                                           |

Solara Active Pharma Sciences LTDA was also a 100% owned subsidiary as of FY 2024-25 which is no longer owned by the Company (effective 30th July 2025).

## VI. CSR Details

### Response

|                                                                                       |              |
|---------------------------------------------------------------------------------------|--------------|
| 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) | Yes          |
| (ii) Turnover (in ₹)                                                                  | 1,374.87 Cr. |
| (iii) Net worth (in ₹)                                                                | 1,252.88 Cr. |

## 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)<br>(If Yes, then provide the documented management approved SOP for grievance mechanism and the web-link for grievance redressal policy)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | FY2025-26                                  |                                                              |                                                           | FY2024-25                                  |                                                              |         |
|---------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|---------|
|                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks (e.g., categorization of grievances if available) | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                       | <ul style="list-style-type: none"> <li>The Company has a Stakeholder Engagement Policy which outlines the process to record and redress grievances for customers, suppliers, communities and government officials. The link can be referred to here; <a href="https://solara.co.in/uploads/2025/5/Stakeholder_Engagement_Policy.pdf">https://solara.co.in/uploads/2025/5/Stakeholder_Engagement_Policy.pdf</a></li> <li>Additionally, the Company also has a community grievance redressal policy - <a href="https://solara.co.in/uploads/2023/06/Community-Grievance-Policy.pdf">https://solara.co.in/uploads/2023/06/Community-Grievance-Policy.pdf</a></li> <li>The Company also has a Whistleblower Policy to register whistleblowing complaints and grievances <a href="https://solara.co.in/uploads/2026/5/Whistle-Blower-Policy_2026.pdf?v=1778852330">https://solara.co.in/uploads/2026/5/Whistle-Blower-Policy_2026.pdf?v=1778852330</a></li> </ul> | 0                                          | 0                                                            | 0                                                         | 0                                          | 0                                                            | -       |
| Investors (other than shareholders)               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                          | 0                                                            | 0                                                         | 0                                          | 0                                                            | -       |
| Shareholders                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1                                          | 0                                                            | Payment of Call Money- Rights Issue                       | 0                                          | 0                                                            | -       |
| Employees and workers                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                          | 0                                                            | 0                                                         | 0                                          | 0                                                            | -       |
| Customers                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                          | 0                                                            | 0                                                         | 33                                         | 7                                                            | -       |
| Value Chain Partners                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 0                                          | 0                                                            | 0                                                         | 0                                          | 0                                                            | -       |

**26. 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 (Indicate positive or negative implications)                                                                                                                                                       |
|--------|---------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Energy Management         | Risk and Opportunity                       | Risk: Energy-intensive API manufacturing faces transition and climate-related risks while creating opportunities through renewable energy and energy efficiency.<br>Opportunity: Efficient energy management measures and transitioning to renewable energy sources facilitate reduction of operational expenses, a decreased environmental footprint and improved operational sustainability in the long run.              | The Company is accelerating adoption of renewable energy measures, reducing GHG emissions and undertaking targets to achieve positive environmental footprint                                                                                                                                                | <b>Negative:</b> Rising energy and carbon costs<br><b>Positive:</b> Reduced operating costs, improved resilience and investor confidence.                                                                                                            |
| 2      | Water Availability        | Opportunity                                | Uninterrupted water availability is critical requirement for API manufacturing and Solara treats it as an opportunity to continuously work towards optimizing freshwater consumption through goals setting, robust governance systems and investment in water recycling technology. A key initiative includes utilization of STEW water in Pondicherry to further protect the environment and reduce freshwater consumption | Not Applicable                                                                                                                                                                                                                                                                                               | <b>Positive:</b> Efficient water management practices can help avoid high operational costs for water procurement, and potential production downtime due to water shortages                                                                          |
| 3      | Waste Management          | Risk                                       | Waste Management in API manufacturing units is a critical aspect considering the hazardous nature of waste generated. Improper disposal of these materials can lead to extensive damage to the ecosystem. The growing number of waste management regulations has made the process more complex and costly. Thus, generation of hazardous waste and solvent residues can create environmental and regulatory risks.          | Established internal targets and periodic monitoring system to improve year on year efficiency of waste management systems. Towards this, Solara has undertaken a commitment to reduce incinerable and landfilled waste by 5% annually                                                                       | <b>Negative:</b> : Effective waste management and recycling programmes requires significant investment. Noncompliance with waste disposal regulations can result in hefty fines, legal costs, and environmental cleanup expenses.                    |
| 4      | Health and Safety         | Risk                                       | Material handling of hazardous chemicals can result in workplace accidents. Unhealthy, unsafe and hazardous work conditions may prove detrimental to the physical and mental well-being of the employees. This also poses a risk to the company's reputation and can lead to significant fines and legal liabilities.                                                                                                       | Company commitment to maintain a robust health and safety system by identification and elimination of the causes of injuries and accidents. Periodic monitoring mechanism and investigation procedures Robust systems for hazard identification and mitigation to promote efficiency and higher productivity | <b>Negative:</b> There can be legal liabilities and substantial fines in case of an accident involving the company. A poor safety record can lead to higher insurance premiums and difficulty retaining and attracting talent due to fear of safety. |

| S. No. | Material issue identified                     | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                   | In case of risk, approach to adapt or mitigate                                                                                      | Financial implications of the risk or opportunity (Indicate positive or negative implications)                                                                                                                                                                                                                                                                  |
|--------|-----------------------------------------------|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5      | Policy Influence & regulatory compliance      | Risk                                       | Pharmaceutical business is a stringently regulated industry which is constantly evolving. Even a minor non-compliance to regulations can risk loss of reputation and business. It is critical to conduct proactive checks which is vital for adherence to regulatory requirements.                                                                                                                                                                                                 | A robust control mechanism and stringent checks & balances in place to ensure adherence to all policies and regulatory requirements | <b>Negative:</b><br>Noncompliance to regulatory requirements may result in significant fines and high legal costs. Such non-compliances can also lead to reputational damage, affecting customer and investor relations and potentially losing business opportunities                                                                                           |
| 6      | Employee Recruitment, Development & Retention | Opportunity                                | The Pharmaceutical industry relies on highly skilled employees to develop new products, manage government regulations and commercialize new products. Companies that attract and retain employees despite a constrained talent pool may be better positioned to protect and enhance shareholder value                                                                                                                                                                              | Not Applicable                                                                                                                      | <b>Positive:</b> : Employee retention may result in saving costs for recruitment & training, and a low turnover rate can boost employee productivity.                                                                                                                                                                                                           |
| 7      | Supply Chain Management                       | Risk and Opportunity                       | <b>Risk:</b> Management of the supply chain quality is essential for protecting consumer health and corporate value. Biotechnology and pharmaceuticals entities that fail to ensure quality throughout their supply chains may be susceptible to lost revenue, supply disruptions and reputational damage.<br><br><b>Opportunity:</b> : Disclosure of supply chain audit programmes can provide investors with an understanding of how the company is protecting shareholder value | Created a Supplier Code of Conduct and committed to collaborate with Tier-1 suppliers in order to foster sustainable performance    | <b>Negative:</b><br>Noncompliance, Disruptions or violations in may lead to fines/ penalties, delays in supply or increase in operational cost.<br><br><b>Positive:</b> The company's adherence to its responsible sourcing increases its environmental and social performance, and improvement in brand reputation due to sustainable supply chain management. |
| 8      | Business Ethics                               | Opportunity                                | Pharmaceutical business is subjected to various jurisdictional laws and regulations pertaining to bribery, corruption and health care fraud and abuse. Adherence to compliance requirements throughout global & domestic operational footprint and corporate disclosure of legal / regulatory fines & codes of ethics that govern their interactions with health care professionals may allow investors to monitor performance and instill trust.                                  | Not Applicable                                                                                                                      | <b>Positive:</b> : By ensuring compliance and following best practices, the company can avoid fines and build trust within customers. and stakeholders.                                                                                                                                                                                                         |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions                                                                                                                     | P1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| <b>Policy and management processes</b>                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |    |    |    |    |    |    |    |    |
| <b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>                    | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| <b>b. Has the policy been approved by the Board? (Yes/No)</b>                                                                            | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| <b>c. Web Link of the Policies, if available</b>                                                                                         | <a href="https://solara.co.in/investor-relations/policies-and-guidelines">https://solara.co.in/investor-relations/policies-and-guidelines</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |    |    |    |    |    |    |    |    |
| <b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>                                                       | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| <b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>                                                         | Y                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| <b>4. Name of the national and international codes/ certifications/labels/ standards</b>                                                 | International certifications ISO 45001:2018 and ISO 14001:2015 adopted by our Company at 4 sites (Cuddalore, Puducherry, Mangalore and Ambernath)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |    |    |    |    |    |    |    |
| <b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>                                      | <p>The Company has undertaken Long Term and Short-Term Qualitative and Quantitative Targets and the same can be found on our goals and targets document uploaded on our website: EHS_Policies_Implementation_Guide.pdf</p> <ul style="list-style-type: none"> <li>• Increase renewable energy share by 2% annually.</li> <li>• Achieve GHG emissions reduction by 90% (Scope 1 &amp; 2) by FY 2050 against baseline of FY24; with an annual absolute reduction of 4%.</li> <li>• Reduce freshwater consumption by 5% on an annual basis</li> <li>• Commit to reduce harm to environment by reducing 5% incinerable waste on an annual basis</li> <li>• Boost local sourcing by reducing overseas suppliers by 33%</li> <li>• Maintain Zero Product Recall</li> <li>• Reduce 10% LTIFR on an annual basis with a target of 0.2</li> <li>• Achieve a Zero Accident workplace; aligned with Solara's Goal Zero</li> </ul> |    |    |    |    |    |    |    |    |
| <b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b> | <ul style="list-style-type: none"> <li>• The Company's total energy mix comprises of 81% of renewable energy in FY2025-26.</li> <li>• The Company achieved 16% reduction in waste disposed to landfilling in the reporting period.</li> <li>• The Company achieved a 0.27% increase in renewable fuel consumption in the reporting period.</li> <li>• The Company has achieved 8.5% reduction in Scope 1 &amp; 2 GHG emissions.</li> <li>• 71% sourcing of goods and services conducted within India with 33% from MSMEs in the reporting period.</li> <li>• Recorded zero product recalls in the reporting period.</li> </ul>                                                                                                                                                                                                                                                                                         |    |    |    |    |    |    |    |    |

## Governance, leadership, and oversight

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

At Solara, sustainability is a strategic imperative and a key driver of long-term business success. We firmly believe that strong sustainability performance not only creates value for stakeholders but also strengthens business resilience, enhances competitiveness, and supports sustainable growth. This report reflects our unwavering commitment to advancing sustainability excellence across all aspects of our operations. Since our inception as a standalone pure-play API company in 2018, sustainability has remained deeply embedded in our business philosophy and decision-making processes. We continue to pursue balanced growth while contributing meaningfully to the creation of a more sustainable future.

Recognizing the strategic importance of ESG, Solara has adopted a structured and forward-looking approach to integrating sustainability into its business operations. Through the identification of material ESG priorities and the development of a comprehensive sustainability roadmap, we are continuously strengthening our sustainability performance. Long, medium and short-term goals and targets have been established to guide our progress and ensure accountability as we advance toward our sustainability ambitions.

Environmental stewardship remains a critical focus area for Solara. The Company continues to invest in renewable energy and actively collaborates with partners through group captive solar power projects to increase the share of clean energy in its operations. We remain committed to reducing our greenhouse gas (GHG) emissions through the increased adoption of renewable energy, alternative fuels, energy-efficiency initiatives, and Zero Liquid Discharge (ZLD) practices.

Simultaneously, we have implemented several resource-efficiency and cost-optimization programmes, including improvements in product yields and enhanced solvent recovery, enabling us to create value while reducing our environmental footprint.

Beyond our own operations, Solara is increasingly focused on promoting sustainability throughout its value chain. We actively engage our suppliers and business partners to foster responsible environmental, social, and governance practices across the supply chain. Our commitment to continuous improvement is reflected in our participation in the EcoVadis sustainability assessment over the past five years. During this period, we have consistently strengthened our sustainability performance, achieving significant improvements in areas such as labour and human rights, while maintaining strong performance in environmental management, sustainable procurement, and business ethics.

Sustainability is deeply embedded in Solara's culture and business model, guided by our core RITE values of Respect, Integrity, Transparency, and Efficiency. These principles underpin our approach to responsible growth and value creation. Looking ahead, we remain committed to achieving top-quartile performance on the EcoVadis platform and aspire to attain a Silver Medal rating in the near term. As a leading pure-play API company, Solara is dedicated to delivering sustainable business performance while creating positive environmental and social impact for future generations.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy / (ies).

DIN: 10838251  
Mr. Sandeep Shashikantha Rao  
Managing Director & CEO

### 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.

No

Note: All sustainability activities are overseen by the CEO.

## Details of Review of NGRBCs by the Company :

| 10 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) |     |     |     |     |     |     |     |     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|--------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
|                                                                                                                                                                       | P 1                                                                                             | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1                                                                      | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action                                                                                                               | D                                                                                               | D   | D   | D   | D   | D   | D   | D   | D   | A                                                                        | A   | A   | A   | A   | A   | A   | A   | A   |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances                                                       | D                                                                                               | D   | D   | D   | D   | D   | D   | D   | D   | A                                                                        | A   | A   | A   | A   | A   | A   | A   | A   |
| 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. |                                                                                                 |     |     |     |     |     |     |     |     | P 1                                                                      | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|                                                                                                                                                                       |                                                                                                 |     |     |     |     |     |     |     |     | N                                                                        | N   | N   | N   | N   | N   | N   | N   | N   |

### 12. If answer to question (1) under Policy and Management Processes 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 |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |     |     |     |     |     |     |     |     | Not Applicable |
| The entity does not have the financial or / human and technical resources available for the task (Yes/No)                       |     |     |     |     |     |     |     |     | Not Applicable |
| It is planned to be done in the next financial year (Yes/No)                                                                    |     |     |     |     |     |     |     |     | Not Applicable |
| Any other reason (please specify)                                                                                               |     |     |     |     |     |     |     |     | Not Applicable |



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

### PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

#### ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness 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                | 2                                                      | <b>Principles 1, 3 and 5:</b><br>Code of Conduct which includes business ethics, guidelines on conflicts of interest, equal employment opportunity, POSH, health and safety, among others                                                                                                                                                                                             | 100%                                                                       |
| Key Management Personnel          | 13                                                     | <b>Principles 1, 3, 5 and 8:</b>                                                                                                                                                                                                                                                                                                                                                      | 100%                                                                       |
| Employees other than BoD and KMPs | 13                                                     | <ul style="list-style-type: none"> <li>• Human Rights Policy</li> <li>• Code of Conduct</li> </ul>                                                                                                                                                                                                                                                                                    | 100%                                                                       |
| Workers                           | 13                                                     | <ul style="list-style-type: none"> <li>• Child Labour policy</li> <li>• Anti bribery policy</li> <li>• Business Ethics &amp; Integrity</li> <li>• Equal opportunity policy</li> <li>• Diversity &amp; Inclusion</li> <li>• Employees Grievance and Escalation Management</li> <li>• Employees Disciplinary Action</li> <li>• Whistle blower</li> <li>• POSH</li> <li>• CSR</li> </ul> | 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):

| Category        | 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 as no fines/ penalties / punishment / award / compounding fees/ settlement amount paid in proceedings. |                                                                     |                 |                   |                                        |
| Settlement      |                                                                                                                       |                                                                     |                 |                   |                                        |
| Compounding Fee |                                                                                                                       |                                                                     |                 |                   |                                        |
|                 | Non-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) |
| Imprisonment    | Not applicable as no fines/ penalties / punishment / award / compounding fees/ settlement amount paid in proceedings. |                                                                     |                 |                   |                                        |
| Punishment      |                                                                                                                       |                                                                     |                 |                   |                                        |

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, the Company have an Anti-Bribery & Corruption Policy in place. We are committed to conducting business with integrity, honesty, and fairness, as outlined in this policy, which enforces a zero-tolerance approach to bribery and corruption. The policy applies to all our stakeholders, including employees, board members, contractors, consultants, service providers, affiliates, and global partners. It outlines clear guidelines on ethical practices related to gifts, entertainment, travel, employment, political contributions, and third-party relationships, ensuring compliance with anti-corruption laws and the prevention of unethical practices. With reporting mechanisms, internal controls, and regular reviews in place, we monitor compliance and provide comprehensive training to employees to ensure effective policy implementation. Management retains the authority to amend or withdraw the policy as required. Weblink: <https://solara.co.in/investor-relations/policies-and-guidelines/>

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

| Category  | FY 2025-26 | FY 2024-25 |
|-----------|------------|------------|
| Directors | 0          | 0          |
| KMPs      | 0          | 0          |
| Employees | 0          | 0          |
| Workers   | 0          | 0          |

**6. Details of complaints regarding conflict of interest:**

| Category                                                                                     | FY 2025-26 |         | FY 2024-25 |         |
|----------------------------------------------------------------------------------------------|------------|---------|------------|---------|
|                                                                                              | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of conflict of interest of the directors | 0          | 0       | 0          | 0       |
| Number of complaints received in relation to issues of conflict of interest of the KMPs      | 0          | 0       | 0          | 0       |

**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**

(BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers)

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

| Category                            | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 143        | 160        |

**9. Open-ness of business  
(BRSR Core Attribute 9: Open-ness of business)**

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

| Parameter                  | Metrics                                                                                 | FY 2025-26 | FY 2024-25 |
|----------------------------|-----------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                | 0%         | 0%         |
|                            | b. Number of trading houses where purchase is made from                                 | 0          | 0          |
|                            | c. Purchase from top 10 trading houses as % of total purchase from trading houses       | 0%         | 0%         |
| Concentration of Sales     | a. Sales to dealers / distribution as % of total sales                                  | 0.96%      | 1.4%       |
|                            | b. Number of dealers / distributions to whom sales are made                             | 2          | 3          |
|                            | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 100%       | 100%       |

| Parameter        | Metrics                                                                                  | FY 2025-26 | FY 2024-25 |
|------------------|------------------------------------------------------------------------------------------|------------|------------|
| Share of RPTs in | a. Purchases (Purchases with related parties / total purchases)                          | 0%         | 0%         |
|                  | b. Sales (Sales to related parties / total sales)                                        | 25%        | 17.6%      |
|                  | c. Loans & Advances (Loans & Advances given to related parties / total loans & advances) | 0%         | 0%         |
|                  | d. Investments (Investments in related parties / total investments made)                 | 100%       | 0%         |

## LEADERSHIP INDICATORS

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

Yes, the Company has implemented processes to prevent and manage conflicts of interest involving our board members through our Code of Conduct and Ethics for Board of Directors. Our directors are required to act in our best interests and promptly disclose any actual or potential conflicts to the Board, such as ownership in competing companies, participation in joint ventures, or employment with competitors. Any transactions involving conflicts can only proceed with express approval from the Board. Weblink: [Code of Conduct and Ethics for Board of Directors](#)

## 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.

|           | FY 2025-26 | FY 2024-25 | Details of Improvements in environmental and social impacts                                                      |
|-----------|------------|------------|------------------------------------------------------------------------------------------------------------------|
| R&D (%)   | 2%         | 8%         | Expenses related to process improvements to reduce carbon footprint                                              |
| Capex (%) | 2%         | 4%         | Capital expenditure towards process improvement to reduce carbon footprint and towards health & safety measures. |

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
b. If yes, what percentage of inputs were sourced sustainably?  
A. Yes.  
B. In FY 2025-26, 60% of inputs were sourced sustainably.
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.

| Waste Type                          | Waste management procedure in place                                                                                                                                                                                        |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plastic waste (including packaging) | Plastic waste is managed in accordance with Pollution Control Board (PCB) regulations and is disposed of through authorized recyclers at each site. The generation and disposal of plastic waste are meticulously tracked. |
| E-Waste                             | E-waste is securely disposed of through authorized recyclers following the establishment of an agreement and the collection of all necessary legal documents.                                                              |
| Hazardous Waste                     | Hazardous waste is securely disposed of by authorized agencies, only after thorough assessment and collection of all required legal documents to ensure safe disposal.                                                     |
| Other Waste                         | All other wastes are sent to authorized waste disposal agencies.                                                                                                                                                           |

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.

No, all our sites are Export Oriented Units and thus are exempted from fulfilling EPR obligations.

## 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 the 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 weblink |
|----------|-----------------------------|---------------------------------|------------------------------------------------------------------------|------------------------------------------------------------|-----------------------------------------------------------------------------|
| 21001    | Ibuprofen                   | 21%                             | Cradle to Grave                                                        | Yes                                                        | No                                                                          |
|          | Gabapentin                  | 7%                              | Cradle to Grave                                                        | Yes                                                        | No                                                                          |

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                                                                                                                                                                                                                            |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ibuprofen               | The life cycle assessment of ibuprofen evaluates impact categories such as global warming, ozone depletion, acidification, eutrophication, water consumption, land use, and ecotoxicity within a cradle-to-product distribution boundary. Emissions are primarily attributed to raw material extraction (79%), manufacturing (20%), raw material transportation (1%), and product distribution (0%). The highest emissions are generated during raw material extraction, with aldehyde having the greatest impact, followed by sodium di-chromate, sulphuric acid, acetone, and activated carbon | Initiated process development to transition from conventional drug synthesis, processing, and manufacturing techniques to greener alternatives that are cost-effective, sustainable, environmentally friendly, and economically viable. |
| Gabapentin              | The life cycle assessment of Gabapentin highlights significant environmental impacts across categories such as global warming, ozone depletion, acidification, eutrophication, water consumption, land use, and ecotoxicity within a cradle-to-grave system boundary. The assessment reveals that raw material extraction generates the highest emissions, with sodium hypochlorite and tributyl amine identified as the most environmentally impactful substances.                                                                                                                              | The process development currently in progress                                                                                                                                                                                           |

**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 Benefits |           |
|                                |                           | Number (B)       | % (B / A) | Number (C)         | % (C / A) | Number (D)         | % (D / A) | Number (E)         | % (E / A) | Number (F)        | % (F / A) |
| Permanent Employees            |                           |                  |           |                    |           |                    |           |                    |           |                   |           |
| Male                           | 928                       | 928              | 100%      | 928                | 100%      | NA                 | NA        | 928                | 100%      | 0                 | 0         |
| Female                         | 99                        | 99               | 100%      | 99                 | 100%      | 99                 | 100%      | 0                  | 0%        | 0                 | 0         |
| Total                          | 1027                      | 1027             | 100%      | 1027               | 100%      | 99                 | 100%      | 928                | 100%      | 0                 | 0         |
| Other than Permanent Employees |                           |                  |           |                    |           |                    |           |                    |           |                   |           |
| Male                           | 4                         | 0                | 0         | 0                  | 0         | 0                  | 0         | 0                  | 0         | 0                 | 0         |
| Female                         | 1                         | 0                | 0         | 0                  | 0         | 0                  | 0         | 0                  | 0         | 0                 | 0         |
| Total                          | 5                         | 0                | 0         | 0                  | 0         | 0                  | 0         | 0                  | 0         | 0                 | 0         |

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

| Category                       | % Of workers 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                           | 642                     | 642              | 100%    | 642                | 100%    | 0                  | 0       | 642                | 100%    | 0                   | 0       |
| Female                         | 0                       | 0                | 0       | 0                  | 0       | 0                  | 0       | 0                  | 0       | 0                   | 0       |
| Total                          | 642                     | 642              | 100%    | 642                | 100%    | 0                  | 0       | 642                | 100%    | 0                   | 0       |
| Other than Permanent Employees |                         |                  |         |                    |         |                    |         |                    |         |                     |         |
| Male                           | 1321                    | 0                | 0       | 0                  | 0       | 0                  | 0       | 0                  | 0       | 0                   | 0       |
| Female                         | 113                     | 0                | 0       | 0                  | 0       | 0                  | 0       | 0                  | 0       | 0                   | 0       |
| Total                          | 1434                    | 0                | 0       | 0                  | 0       | 0                  | 0       | 0                  | 0       | 0                   | 0       |

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format – (BRSR Core Attribute 5 : Enhancing Employee Wellbeing and Safety)

| Parameter                                                                   | FY 2025-26<br>Current Financial Year | FY 2024-25<br>Previous Financial Year |
|-----------------------------------------------------------------------------|--------------------------------------|---------------------------------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.35%                                | 1.2%                                  |

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

| Benefits | FY2025-26                                           |                                                |                                                      | FY2024-25                                          |                                                |                                                      |
|----------|-----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|          | 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%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| Gratuity | 100%                                                | 100%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| ESI*     | 13.44%                                              | 8.57%                                          | Yes                                                  | 1.1%                                               | 0                                              | Yes                                                  |

\*The percentage coverage includes only those employees and workers who are covered or entitled under ESI.

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. Solara ensures that employees with disabilities are treated equally and without discrimination, in line with its commitment to providing equal opportunities to all employees.

The Company also ensures accessibility at its work locations and has taken measures to make its premises accessible for differently abled employees and workers, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. Through these initiatives, Solara promotes an inclusive, supportive, and accessible workplace environment.

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

Yes, Solara has an Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016. The policy ensures a merit-based, transparent selection process free from bias, and provides necessary facilities, amenities, and training to empower differently abled professionals to perform their duties effectively. Weblink to the policy: <https://solara.co.in/investor-relations/policies-and-guidelines/>

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

| Sl. No. | Particulars           | Permanent Employees |        |       | Permanent Workers |        |       |
|---------|-----------------------|---------------------|--------|-------|-------------------|--------|-------|
|         |                       | Male                | Female | Total | Male              | Female | Total |
| 1       | Returned to work rate | 100%                | 100%   | 100%  | 100%              | 100%   | 100%  |
| 2       | Retention rate        | 100%                | 100%   | 100%  | 100%              | 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.

| Category                       | Yes/No<br>(If Yes, then give details of the mechanism in brief)                                                                                                                                                                                                                                                                             |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers              | Yes, Solara has the following grievance redressal mechanism for our employees and workers: <ul style="list-style-type: none"> <li>Representation through recognised union representatives</li> <li>Standing Orders</li> <li>Whistle Blower mechanism</li> <li>Reporting mechanism under POSH</li> <li>Grievance redressal system</li> </ul> |
| 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                  | FY2025-26                                            |                                                                                               |           | FY2024-25                                            |                                                                                               |           |
|---------------------------|------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|
|                           | Total employees / workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D / C) |
| Total Permanent Employees | 1027                                                 | 0                                                                                             | 0         | 1105                                                 | 0                                                                                             | -         |
| Male                      | 928                                                  | 0                                                                                             | 0         | 1009                                                 | 0                                                                                             | -         |
| Female                    | 99                                                   | 0                                                                                             | 0         | 96                                                   | 0                                                                                             | -         |
| Total Permanent Workers   | 642                                                  | 642                                                                                           | 100%      | 670                                                  | 670                                                                                           | 100%      |
| Male                      | 642                                                  | 642                                                                                           | 100%      | 670                                                  | 670                                                                                           | 100%      |
| Female                    | 0                                                    | 0                                                                                             | 0         | 0                                                    | -                                                                                             | -         |

8. Details of training given to employees and workers

| Category  | FY2025-26 |                               |           |                      |           | FY2024-25 |                               |           |                      |           |
|-----------|-----------|-------------------------------|-----------|----------------------|-----------|-----------|-------------------------------|-----------|----------------------|-----------|
|           | 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      | 932       | 932                           | 100%      | 932                  | 100%      | 1016      | 817                           | 80%       | 817                  | 80%       |
| Female    | 100       | 100                           | 100%      | 100                  | 100%      | 98        | 66                            | 67%       | 66                   | 67%       |
| Total     | 1032      | 1032                          | 100%      | 1032                 | 100%      | 1114      | 883                           | 79%       | 883                  | 79%       |
| Workers   |           |                               |           |                      |           |           |                               |           |                      |           |
| Male      | 642       | 642                           | 100%      | 642                  | 100%      | 1708      | 1708                          | 100%      | 1055                 | 62%       |
| Female    | 0         | 0                             | 0         | 0                    | 0         | 102       | 102                           | 100%      | 31                   | 30%       |
| Total     | 642       | 642                           | 100%      | 642                  | 100%      | 1810      | 1810                          | 100%      | 1086                 | 60%       |

Note: As a part of our procedures, all the other than permanent employees and workers are trained in all safety-related and skill related trainings before deployment in their respective roles.

## 9. Details of performance and career development reviews of employees and workers

| Category         | FY2025-26   |             |             | FY2024-25   |             |            |
|------------------|-------------|-------------|-------------|-------------|-------------|------------|
|                  | Total (A)   | No. (B)     | % (B/A)     | Total (A)   | No. (B)     | % (B/A)    |
| <b>Employees</b> |             |             |             |             |             |            |
| Male             | 932         | 932         | 100%        | 1016        | 1009        | 99%        |
| Female           | 100         | 100         | 100%        | 98          | 96          | 100%       |
| <b>Total</b>     | <b>1032</b> | <b>1032</b> | <b>100%</b> | <b>1112</b> | <b>1105</b> | <b>99%</b> |
| <b>Workers*</b>  |             |             |             |             |             |            |
| Male             | 642         | 642         | 100%        | 1708        | 670         | 39%        |
| Female           | 0           | 0           | 0           | 102         | 0           | -          |
| <b>Total</b>     | <b>642</b>  | <b>642</b>  | <b>100%</b> | <b>1810</b> | <b>670</b>  | <b>37%</b> |

Note: The above data has been reported for only permanent employees and workers since performance reviews are not applicable for other than permanent employees and workers.

\*For the permanent workers, performance and related reviews are covered under the Long Term Settlement Agreements.

## 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 such system?

Yes, a robust occupational health and safety management system has been implemented at all our locations. 4 of our manufacturing sites i.e., Cuddalore, Puducherry, Mangaluru and Ambarnath are certified for ISO 45001 and ISO 14001.

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

The company prioritises process safety by systematically identifying hazards, assessing risks, and implementing controls to safeguard employees, stakeholders, and the environment.

Key processes include:

- Hazard Identification & Risk Management: Conduct regular assessments of hazardous materials, processes, and non-routine tasks.
- Safe Procedures: Develop and update procedures for routine and emergency operations.
- Management of Change: Evaluate safety impacts of operational or organizational changes and train personnel accordingly.
- Preventive Maintenance: Perform routine inspections and maintenance to ensure equipment reliability.
- Training & Competency: Provide regular refresher training for employees and contractors.
- Incident Management: Investigate safety incidents and near misses, identify root causes, and implement corrective measures.
- Emergency Response: Maintain an effective emergency plan in collaboration with local authorities.
- Audits and Compliance: Conduct audits to ensure adherence to regulations and standards.
- Performance Monitoring: Track key performance indicators (KPIs) to continually improve process safety

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

Yes, the Company has well-established Standard Operating Procedures (SOPs) for employees to identify and report work-related hazards and the subsequent steps to mitigate them. In addition, the Company trains all employees and workers through occupational health and safety modules. The training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with them, and take subsequent steps to mitigate them.

During safety and emergency evacuation drills, employees are trained in dealing with emergency equipment such as fire hydrants, firefighting systems, leak and spill control procedures, safety alarms, among others. In addition, the proficiency of employees is periodically tested in dealing with emergency situations. The practical trainings and online safety modules equip employees with the right procedures for reporting work-

related hazards and the steps to remove themselves from such situations. There are drop boxes at various locations at the site, so that employees can immediately report unsafe acts, unsafe working conditions, and near misses.

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

Yes, non-occupational medical and healthcare services are provided to employees and workers. Further, medical insurance is provided to all employees and workers. With an endeavor to promote physical and mental wellbeing, comprehensive health programmes have been designed to promote healthy lifestyle practices among employees. Some examples of health programmes and services offered to employees include wellness sessions, annual health check-ups, distribution of health drinks, etc.

**11. Details of safety related incidents, in the following format: (BRSR Core Attribute 5 : Enhancing Employee Wellbeing and Safety)**

| Safety incidents                                                              | Category  | FY2025-26 | FY2024-25 |
|-------------------------------------------------------------------------------|-----------|-----------|-----------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0         | 0         |
|                                                                               | Workers   | 0.80      | 0         |
| Total recordable work-related injuries                                        | Employees | 0         | 0         |
|                                                                               | Workers   | 4         | 0         |
| No. of fatalities                                                             | Employees | 0         | 0         |
|                                                                               | Workers   | 0         | 0         |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees | 0         | 0         |
|                                                                               | Workers   | 0         | 0         |

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

- The guidelines and principles of ISO 45001:2018, OSHA standards, the Factories Act, and other state-level regulatory requirements are embedded within the Environment, Health and Safety (EHS) management systems.
- The EHS policy advocates the provision of a safe working environment to all the employees, contractors, sub-contractors, visitors, and the neighboring communities. We undertake periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system and the ISO 45001:2018 guidelines.
- As part of the auditing procedure, we recognise the critical areas which require immediate corrective action. The safety incidents and hazards are investigated to determine the root cause, and subsequently, corrective action plans are laid out to prevent the occurrence of similar incidents in the future. Further, as part of the EHS management system, we provide safety trainings through modules and safety drill practices to all our employees and workers. The safety training programmes enable the development of a strong foundation among the workforce, in terms of their ability to identify, mitigate and prevent risks pertaining to Occupational Health and Safety.
- Safety committee meeting is periodically conducted with management employees and workers to identify the workplace issues and to mitigate the risk of workplace injuries and illnesses.
- Adequate safety signages, caution boards, Do's & Don'ts and safety instruction boards are displayed in all locations.
- We endeavor to prevent negative health impact on the employees through various health awareness sessions, provision of medical facilities and medical insurance benefits.
- We provide voluntary health promotion services such as lifestyle counselling, stress management sessions, nutritional awareness campaigns among others for inculcating healthy lifestyle practices.

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

| Category           | FY2025-26             |                                       |         | FY2024-25             |                                       |         |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                    | 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                                     | -       | 0                     | 0                                     | -       |
| Health & Safety    | 0                     | 0                                     | -       | 0                     | 0                                     | -       |



14. Assessments for the year:

|                             | No. of plants and office assessed<br>(by entity or statutory authorities or<br>third parties) | % of your plants and offices that<br>were assessed (by entity or statutory<br>authorities or third parties) |
|-----------------------------|-----------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| Health and safety practices | 08                                                                                            | 100%                                                                                                        |
| Working Conditions          | 08                                                                                            | 100%                                                                                                        |

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

No safety-related incidents on significant concerns and risks were recorded. However, the company ensures corrective actions to mitigate any foreseeable and unforeseeable risks.

The following corrective actions in place, in case significant concerns arise:

- Hazard identification and Risk assessment and Job safety analysis has carried out for all critical activities.
- All locations have identified the significant risk activities, concerns arising from assessment of Health & safety practices are addressed accordingly control measures has been taken by implementing necessary Engineering & Administrative controls.
- Training needs for employees has been identified, and annual training calendar has been prepared.
- Risk Based Process Safety Management has been implemented and monitored at all the locations to prevent intended release of chemicals.
- Corporate EHS guideline and Procedures is established for all activities and is reviewed periodically.
- Periodic audit and inspection is carried out on all critical equipment and portable tools & equipment.
- Preventive maintenance is performed for all equipment, and testing and calibration is performed for all safety devices such as pressure/ vacuum gauge, safety relief valve, NRV, control / ON/Off valves, Pressure reducing valves etc.,
- Management of Change process is in-place to assess the hazard associated with the change.
- Leadership rounds are regularly performed by site leadership team to identify the unsafe acts & conditions.
- Identification & Reporting of Near miss by Employees is in place and 100% investigation of all near miss is conducted.
- Investigation of all incidents and 100% implementation of all corrective action. Investigation reports and its learnings are shared across all Solara sites for deployment of corrective action to prevent similar incident. Also, effectiveness is checked during the safety inspection / audit.
- Personal Protective equipment (PPE) compliance is monitored through strict supervision.
- Internal audits of Solara Units at site level are conducted on a periodic basis. Corrective and preventive measures are taken based on the findings.
- Detailed investigations are carried out for all accidents to identify the root causes and to understand the measures required to prevent recurrence.
- Accident investigation findings with corrective and preventive measures form part of the report presented to the Safety Committee on monthly basis, site ORM and to the Board each quarter. The learnings from all accidents are disseminated across the organization at periodic intervals and formal compliance is obtained.

**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).

A. Employees – Yes | B. Workers – Yes

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

The Company ensures that the statutory dues, as applicable within its remit, are deducted and deposited by the value chain partners in accordance with relevant regulations through constant monitoring of available tools and the documentary proofs from the value chain partners. The Company expects its value chain partners to uphold business responsibility principles and the values of transparency and accountability.

3. 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

## 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

Core stakeholders are individuals, groups, or institutions that contribute value to a business or are significantly impacted by its decisions. Both internal stakeholders, such as employees and leadership, and external stakeholders, including regulators, investors, suppliers, customers, and the community, are identified as essential components of operations.

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

| Stakeholder Group                       | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisement, Community meetings, Notices Board, Website)                                                                   | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others) | Purpose and scope of engagement including key topics and concerns raised during such engagements                                                                                                                                                                                                                    |
|-----------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employees</b>                        | No                                                             | <ul style="list-style-type: none"> <li>Intranet Portal</li> <li>Functional and cross functional committees</li> <li>Leader's talk</li> <li>Regular Employee Communication Forums</li> </ul> | On a regular basis                                                 | We engage with employees through key initiatives, including prioritizing benefits for their well-being, offering learning and development programmes, ensuring workplace safety, conducting performance reviews for career growth, and providing regular business updates to foster transparency and collaboration. |
| <b>Customers</b>                        | No                                                             | <ul style="list-style-type: none"> <li>Customer Satisfaction Survey</li> <li>Customer meets</li> <li>Digital/ telephonic Interactions</li> </ul>                                            | On a regular basis                                                 | We engage with customers by actively seeking feedback, addressing their needs, and resolving open issues promptly to ensure satisfaction and build trust. Open communication helps improve products and services while fostering long-term relationships.                                                           |
| <b>Suppliers and Vendors</b>            | No                                                             | <ul style="list-style-type: none"> <li>Supplier and Vendor meets</li> <li>Face-to-face and electronic correspondence</li> <li>Digital/ telephonic Interactions</li> </ul>                   | Half yearly                                                        | We engage with suppliers and vendors through open issue resolution, performance assessments, and recognition activities to foster collaboration and enhance efficiency. Engagement also includes discussions on sustainability parameters, ensuring alignment with environmental and social responsibility.         |
| <b>Investors/ Shareholders</b>          | No                                                             | Email, newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges and investor meetings / calls / conferences                                                | Need based and Quarterly calls                                     | We engage with investors and shareholders by providing regular updates on performance, strategy, growth, and opportunities while ensuring transparency. It is also committed to promptly addressing grievances to build trust and maintain strong relationships.                                                    |
| <b>Community</b>                        | No                                                             | <ul style="list-style-type: none"> <li>Physical meetings</li> <li>Digital interactions</li> </ul>                                                                                           | Concurrent /need basis                                             | We engage with the community through impactful CSR initiatives focused on development and sustainability. It also ensures prompt grievance redressal to address community concerns and build strong, positive relationships.                                                                                        |
| <b>Regulatory and government bodies</b> | No                                                             | <ul style="list-style-type: none"> <li>Physical meetings</li> <li>Digital communications</li> <li>Through submissions</li> </ul>                                                            | On a need basis                                                    | We engage with regulatory and government bodies through policy advocacy and providing inputs on regulations that impact its operations. This ensures compliance and supports its core business activities of development, manufacturing, and sales while fostering collaborative relationships.                     |

## 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.

Regular consultations are conducted with various stakeholders as needed through our functional and plant heads, ensuring that diverse perspectives on economic, environmental, and social issues are collected. Crucial feedback received during these consultations is systematically reported to the board, where it undergoes thorough assessment and consideration for potential action, thereby aligning stakeholder insights with our strategic objectives and operational improvements.

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, a policy dedicated to stakeholder management has been implemented; however, there have been no recorded instances or significant issues reported during the current reporting period.
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.  
Throughout the current reporting period, no concerns have been raised by vulnerable or marginalized stakeholder groups.

## 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  |                                     |             | FY 2024-25  |                                     |             |
|------------------------|-------------|-------------------------------------|-------------|-------------|-------------------------------------|-------------|
|                        | Total (A)   | No. employees / workers covered (B) | % (B / A)   | Total (A)   | No. employees / workers covered (B) | % (B / A)   |
| <b>Employees</b>       |             |                                     |             |             |                                     |             |
| Permanent              | 1027        | 1027                                | 100%        | 1105        | 1105                                | 100%        |
| Other than permanent   | 5           | 3                                   | 60%         | 9           | 9                                   | 100%        |
| <b>Total Employees</b> | <b>1032</b> | <b>1030</b>                         | <b>100%</b> | <b>1114</b> | <b>1114</b>                         | <b>100%</b> |
| <b>Workers</b>         |             |                                     |             |             |                                     |             |
| Permanent              | 642         | 642                                 | 100%        | 670         | 670                                 | 100%        |
| Other than permanent   | 1434        | 1321                                | 92%         | 1140        | 1140                                | 100%        |
| <b>Total Workers</b>   | <b>2076</b> | <b>1963</b>                         | <b>95%</b>  | <b>1810</b> | <b>1810</b>                         | <b>100%</b> |

Note: Solara ensures human rights training of all the employees and all employees are aware of the board-approved human rights policy available on Company website [https://solara.co.in/uploads/2025/5/Human\\_Rights\\_Policy.pdf](https://solara.co.in/uploads/2025/5/Human_Rights_Policy.pdf)

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

| Category             | FY 2025-26 |                       |          |                        |          | FY 2024-25 |                       |        |                        |         |
|----------------------|------------|-----------------------|----------|------------------------|----------|------------|-----------------------|--------|------------------------|---------|
|                      | 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            | 1027       | 0                     | 0        | 1027                   | 100%     | 1105       | 0                     | 0      | 1105                   | 100%    |
| Male                 | 928        | 0                     | 0        | 928                    | 100%     | 1009       | 0                     | 0      | 1009                   | 100%    |
| Female               | 99         | 0                     | 0        | 99                     | 100%     | 96         | 0                     | 0      | 96                     | 100%    |
| Other than Permanent | 5          | 0                     | 0        | 5                      | 100%     | 9          | 0                     | 0      | 9                      | 100%    |
| Male                 | 4          | 0                     | 0        | 4                      | 100%     | 7          | 0                     | 0      | 7                      | 100%    |
| Female               | 1          | 0                     | 0        | 1                      | 100%     | 2          | 0                     | 0      | 2                      | 100%    |
| Workers              |            |                       |          |                        |          |            |                       |        |                        |         |
| Permanent            | 642        | 0                     | 0        | 642                    | 100%     | 670        | 0                     | 0      | 670                    | 100%    |
| Male                 | 642        | 0                     | 0        | 642                    | 100%     | 670        | 0                     | 0      | 670                    | 100%    |
| Female               | 0          | 0                     | 0        | 0                      | 0        | 0          | 0                     | 0      | 0                      | 0       |
| Other than Permanent | 1434       | 987                   | 69%      | 445                    | 31%      | 1140       | 769                   | 67%    | 371                    | 33%     |
| Male                 | 1321       | 874                   | 66%      | 447                    | 34%      | 1038       | 710                   | 68%    | 328                    | 32%     |
| Female               | 113        | 113                   | 100%     | 0                      | 0        | 102        | 59                    | 58%    | 43                     | 42%     |

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

#### 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)*           | 7      | 2,65,90,398.00                                                  | 1      | 0**                                                             |
| Key Managerial Personnel            | 1      | 1,56,50,008.00                                                  | 1      | 20,00,004.00                                                    |
| Employees other than BoD and KMP*** | 932    | 8,24,638.00                                                     | 100    | 6,66,764.00                                                     |
| Workers***                          | 642    | 9,15,608.00                                                     | 0      | NA                                                              |

\*For the purpose of median remuneration calculations, only whole time directors are considered; while others receive only sitting fee.

\*\*1 female is an independent director and is only provided sitting fees, therefore the median remuneration is not applicable

\*\*\*Includes permanent employees and permanent workers.

#### b) Gross wages paid to females as % of total wages paid by the entity, in the following format: (BRSR Core Attribute 6 : Enabling Gender Diversity in Business)

|                                                 | FY2025-26<br>Current Financial Year | FY2024-25<br>Previous Financial Year |
|-------------------------------------------------|-------------------------------------|--------------------------------------|
| Gross wages paid to females as % of total wages | 5.26%                               | 4.8%                                 |

\*Includes both permanent and other than permanent female employees

### 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, the Head - HR is the designated authority for addressing human rights impacts or concerns.

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

Process for grievance redressal has been detailed in Employee Disciplinary Action Policy

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

| Category                          | FY2025-26             |                                           |         | FY2024-25             |                                           |         |
|-----------------------------------|-----------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
|                                   | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| <b>Employees</b>                  |                       |                                           |         |                       |                                           |         |
| 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:

|                                                                                                                                  | FY2025-26<br>Current Financial Year | FY2024-25<br>Previous Financial Year |
|----------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------|
| Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0                                   | 0                                    |
| Complaints on POSH as a % of female employee/ workers                                                                            | 0                                   | 0                                    |
| Complaints on POSH upheld                                                                                                        | 0                                   | 0                                    |

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

The Company is committed to ensuring that no employee who brings forward a harassment concern is subject to any form of retaliation. Any retaliation will be subject to disciplinary action. Through the Code of Conduct and defined policies, the company ensures that the victim and/or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment.

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

No, human rights requirements are not explicitly incorporated into our business agreements and contracts. However, it is explicitly outlined that all parties engaged in the business dealings are expected to adhere to applicable laws, including those pertaining to human rights obligations.

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 – please specify     | 100%                                                                                                  |

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

Not Applicable

## LEADERSHIP INDICATORS

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

Not applicable as no human rights related risks were identified.

2. 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, Solara promotes Equal opportunity, Diversity, and Inclusion through its policy framework, with a focus on creating a fair, inclusive, and accessible work environment for all individuals, including persons with disabilities. In line with the Rights of Persons with Disabilities Act, 2016, its premises are equipped with accessibility-enabled infrastructure such as ramps, lifts, washrooms, and related facilities to support ease of access and provide a safe, comfortable, and barrier-free environment for employees and visitors with disabilities.

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:(BRSR Core Attribute 3: Energy footprint)

| Parameter                                                                                                                                                               | Unit          | FY 2025-26         | FY 2024-25         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------------|--------------------|
| <b>From renewable sources</b>                                                                                                                                           |               |                    |                    |
| Total electricity consumption (A)                                                                                                                                       | GJ            | 1,46,534.06        | 1,39,546.42        |
| Total fuel consumption (B)                                                                                                                                              | GJ            | 6,31,695.06        | 6,30,009.57        |
| Energy consumption through other sources (C)                                                                                                                            | GJ            | 0                  | 0                  |
| <b>Total energy consumed from renewable sources (A+B+C)</b>                                                                                                             | <b>GJ</b>     | <b>7,78,229.12</b> | <b>7,69,555.99</b> |
| <b>From non-renewable sources</b>                                                                                                                                       |               |                    |                    |
| Total electricity consumption (D)                                                                                                                                       | GJ            | 1,36,281.24        | 141,922.02         |
| Total fuel consumption (E)                                                                                                                                              | GJ            | 47,159.79          | 37,898.73          |
| Energy consumption through other sources (F)                                                                                                                            | GJ            | 0                  | 0                  |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b>                                                                                                         | <b>GJ</b>     | <b>183,441.03</b>  | <b>1,79,600.41</b> |
| <b>Total energy consumed (A+B+C+D+E+F)<sup>2</sup></b>                                                                                                                  | <b>GJ</b>     | <b>9,61,670.15</b> | <b>9,49,376.74</b> |
| <b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Revenue from operations in rupees) <sup>3</sup>                                                | GJ/ ₹         | 0.000070           | 0.000074           |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>4</sup></b> (Total energy consumed / Revenue from operations adjusted for PPP) | GJ/ \$        | 0.00143            | 0.00153            |
| <b>Energy intensity in terms of physical output</b>                                                                                                                     | <b>GJ/ MT</b> | <b>192.5</b>       | <b>196.1</b>       |

Note 1: 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.

Note 2: The Company witnessed 81.47% consumption from renewable sources in its overall energy consumption mix in FY26, similar to 81.07% recorded in FY25

Note 3: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per note no. 6 of Audited Standalone Financial Statements <https://solara.co.in/uploads/2026/5/Q4-Financial-Results.pdf?v=1778852097>.

Note 4: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN>. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 5: For physical output, intensity metrics are calculated by dividing the total annual energy consumption by the total production quantity during the year.

Note 6: The reported energy consumption from fuel and total energy have increased from 3,76,78.392 to 3,78,98.73 GJ and 94,915.399 to 9,49,376.74 following a correction in the activity quantity data used for the calculation and even the intensity value.

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.

Not applicable. There are no sites/facilities that have been identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format: (BRSR Core Attribute 2 : Water footprint)

| Parameter                                                                                                                                                                | Unit      | FY 2025-26      | FY2024-25       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------|-----------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                                        |           |                 |                 |
| (i) Surface water                                                                                                                                                        | KL        | 0               | 0               |
| (ii) Groundwater                                                                                                                                                         | KL        | 35,718          | 39,383          |
| (iii) Third party water                                                                                                                                                  | KL        | 3,42,769        | 2,74,337*       |
| (iv) Seawater / desalinated water <sup>2</sup>                                                                                                                           | KL        | 0               | 0               |
| (v) Others (Stew water)                                                                                                                                                  | KL        | 3,042           | 3,757           |
| <b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>                                                                                                          | <b>KL</b> | <b>3,81,529</b> | <b>3,17,477</b> |
| <b>Total volume of water consumption</b>                                                                                                                                 | <b>KL</b> | <b>3,80,732</b> | <b>3,16,999</b> |
| <b>Water intensity per rupee of turnover</b> (Water consumed / turnover) <sup>3</sup>                                                                                    | KL/ ₹     | 0.000027        | 0.000024        |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>4</sup></b> (Total water consumption / Revenue from operations adjusted for PPP) | KL/\$     | 0.0005657       | 0.0005102       |
| Water intensity in terms of physical output                                                                                                                              | KL / MT   | 76.2            | 64.6            |

Note 1: 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.

Note 2: In FY 2025-26, the Company reported STEW water in "Others" category of water withdrawal. The Puducherry facility sources Secondary Treated Effluent Water (STEW) from government-authorised sewage treatment infrastructure for industrial operations. This supports circular water management, reduces dependence on freshwater resources and aligns with the Government of Puducherry's wastewater reuse initiatives

Note 3: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per note no. 6 of Audited Standalone Financial Statements <https://solara.co.in/uploads/2026/5/Q4-Financial-Results.pdf?v=1778852097>

Note 4: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN>. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 5: For physical output, intensity metrics are calculated by dividing the total annual water consumption by the total production quantity during the year.

4. Provide the following details related to water discharged: (BRSR Core Attribute 2: Water footprint)

| Parameter                                                                    | Unit | FY2025-26<br>Current Financial<br>Year | FY2024-25<br>Previous Financial<br>Year |
|------------------------------------------------------------------------------|------|----------------------------------------|-----------------------------------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |      |                                        |                                         |
| (i) To Surface water                                                         | KL   | 0                                      | 0                                       |
| - No treatment                                                               | KL   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                         | KL   | 0                                      | 0                                       |
| (ii) To Groundwater                                                          | KL   | 0                                      | 0                                       |
| - No treatment                                                               | KL   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                         | KL   | 0                                      | 0                                       |
| (iii) To Seawater                                                            | KL   | 0                                      | 0                                       |
| - No treatment                                                               | KL   | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                         | KL   | 0                                      | 0                                       |

| Parameter                                                                    | Unit      | FY2025-26<br>Current Financial<br>Year | FY2024-25<br>Previous Financial<br>Year |
|------------------------------------------------------------------------------|-----------|----------------------------------------|-----------------------------------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |           |                                        |                                         |
| (iv) Sent to third parties                                                   | KL        | 798                                    | 479                                     |
| - No treatment                                                               | KL        | 798                                    | 479                                     |
| - With treatment – please specify level of treatment                         | KL        | 0                                      | 0                                       |
| (v) Others                                                                   | KL        | 0                                      | 0                                       |
| - No treatment                                                               | KL        | 0                                      | 0                                       |
| - With treatment – please specify level of treatment                         | KL        | 0                                      | 0                                       |
| <b>Total water discharged (in kiloliters)</b>                                | <b>KL</b> | <b>798*</b>                            | <b>479</b>                              |

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.

\*The data in FY 2025-26 only includes data from manufacturing facility at Vizag from which water is discharged to third parties in compliance with regulations for discharge.

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

The Company has implemented a Zero Liquid Discharge in 5 out of 6 manufacturing locations. The company actively promotes water conservation through a strategic approach of reducing, reusing, recharging, and recycling water within its manufacturing premises and uses STEW water in one manufacturing plant to reduce freshwater consumption. As part of our recycling initiatives, we provide tertiary treatment to its effluent, allowing the treated water to be efficiently recycled and reused as make-up water for cooling towers and for gardening purposes within the company premises.

**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 | FY2024-25 |
|-------------------------------------|---------------------|------------|-----------|
| NOx                                 | Metric tonne        | 62.78      | 40        |
| SOx                                 | Metric tonne        | 12.69      | 10        |
| Particulate matter (PM)             | Metric tonne        | 49.5       | 40        |
| Persistent Organic Pollutants (POC) | Metric tonne        | 0          | 0         |
| Volatile organic compounds (VOC)    | Metric tonne        | 0          | 0         |
| Hazardous air pollutants (HAP)      | Metric tonne        | 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.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: (BRSR Core Attribute 1: Green-house gas (GHG) footprint)**

| Parameter                                                                                                     | Unit                   | FY2025-26 | FY2024-25 |
|---------------------------------------------------------------------------------------------------------------|------------------------|-----------|-----------|
| Total Scope 1 emissions                                                                                       | tCO <sub>2</sub> e     | 10,458.71 | 12,131    |
| Total Scope 2 emissions                                                                                       | tCO <sub>2</sub> e     | 26,877.69 | 28,660    |
| Total Scope 1 and Scope 2 emissions per rupee of turnover                                                     | tCO <sub>2</sub> e/ ₹  | 0.0000027 | 0.0000032 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) | tCO <sub>2</sub> e/ \$ | 0.00005   | 0.00007   |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output                                      | tCO <sub>2</sub> e/ MT | 7.47      | 8.43      |

Note 1: 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

Note 2: The contribution of renewable electricity in overall electricity consumption mix is 81%.

Note 3: For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per note no. 6 of Audited Standalone Financial Statements.

Note 4: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN>. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 5: For physical output, intensity metrics are calculated by dividing the total annual GHG emissions by the total production quantity during the year.

Note 6: Reduction in scope 1 & 2 emissions is attributable to increased use of renewable fuels and electricity.

Note 7: The reported Scope 1 emissions have increased from 12,118 tCO<sub>2</sub>e to 12,131 tCO<sub>2</sub>e following a correction in the activity quantity data used for the calculation and even the intensity value.

**Additional Notes:**

Note 1: We report our emissions with reference to the latest Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).

Note 2: Scope 1 Emission factors are reported as per the UN's Intergovernmental Panel on Climate Change (IPCC), 2006.

Note 3: Scope 2 Emissions are reported with grid emission factor from [Version 2.1](#) of the Central Electrical Authority's CO<sub>2</sub> database.



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

Yes, Solara continues to implement energy transition initiatives aimed at reducing greenhouse gas (GHG) emissions. During FY 2025-26 renewable energy constituted 81% of the overall electricity mix during the reporting period. These initiatives have contributed significantly to reducing the Company's dependence on conventional fossil fuel-based energy sources and lowering its overall carbon footprint.

9. Provide details related to waste management by the entity, in the following format:  
(BRSR Core Attribute 4: Embracing circularity – details related to waste management by the entity)

| Parameter                                                                                                                                                     | Unit      | FY2025-26        | FY2024-25     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|------------------|---------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                               |           |                  |               |
| Plastic waste (A)                                                                                                                                             | MT        | 282.69           | 19            |
| E-waste (B)                                                                                                                                                   | MT        | 2.31             | 1             |
| Bio-medical waste (C)                                                                                                                                         | MT        | 1.68             | 1             |
| Construction and demolition waste (D)                                                                                                                         | MT        | 0                | 0             |
| Battery waste (E)                                                                                                                                             | MT        | 3.59             | 0             |
| Radioactive waste (F)                                                                                                                                         | MT        | 0                | 0             |
| Other Hazardous waste. Please specify, if any. (G)                                                                                                            | MT        | 26,499.410       | 20,415        |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)                           | MT        | 418.24           | 806           |
| <b>Total (A+B+C+D+E+F+G+H)</b>                                                                                                                                | <b>MT</b> | <b>27,207.92</b> | <b>21,242</b> |
| <b>Waste intensity per rupee of turnover</b><br>(Total waste generated / Revenue from operations)                                                             | MT/ ₹     | 0.0000020        | 0.0000017     |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b><br>(Total waste generated / Revenue from operations adjusted for PPP) | MT/ \$    | 0.000040         | 0.000034      |
| <b>Waste intensity in terms of physical output (MT/ MT)</b><br>(Total Waste Generated / Production)                                                           | MT/ MT    | 5.45             | 4.33          |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>                |           |                  |               |
| (i) Recycled                                                                                                                                                  | MT        | 22,457.28        | 17,962        |
| (ii) Re-used                                                                                                                                                  | MT        | 9.74             | 9             |
| (iii) Other recovery operations – Sludge recovery plant                                                                                                       | MT        | 4,569.03         | 2,876         |
| <b>Total</b>                                                                                                                                                  | <b>MT</b> | <b>27,036.05</b> | <b>20,847</b> |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                                             |           |                  |               |
| <b>Category of waste</b>                                                                                                                                      |           |                  |               |
| (i) Incineration                                                                                                                                              | MT        | 73.57            | 12            |
| (ii) Landfilling                                                                                                                                              | MT        | 532.54           | 637           |
| (iii) Other disposal operations                                                                                                                               | MT        | 0                | 0             |
| <b>Total</b>                                                                                                                                                  | <b>MT</b> | <b>606.12</b>    | <b>649</b>    |

Note 1: 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.

Note 2: The intensity adjusted for PPP has been calculated basis the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND/FIN>. For FY 2025-26, the PPP as per IMF stands at 20.34 whereas for FY 2024-25 it stood at 20.66.

Note 3: For 'intensity per rupee of turnover, total revenue from operations has been considered as turnover as per note no. 6 of Audited Standalone Financial Statements.

Note 4: For physical output, intensity metrics are calculated by dividing the total annual waste generated by the total production quantity during the year.

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.

- Evaluation of products and manufacturing routes through scientific literature and technical assessments to select processes involving less hazardous and toxic chemicals, while minimizing hazardous waste generation.
- Continuous process development and optimisation to reduce the use of hazardous and toxic substances in manufacturing operations.
- Ongoing initiatives focused on process and yield improvement, enhanced solvent recovery and recycling, and reduction of hazardous waste generation, including minimising waste sent for landfill and incineration.



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:

| Sr No | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|-------|--------------------------------|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1     | NA                             | NA                 | NA                                                                                                                                                          |

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 |
|-----------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| NA                                | NA                   | NA   | NA                                                          | NA                                               | NA                |

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 |
|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
| Not applicable as we are compliant with all the applicable environmental law/ regulations/ guidelines |                                                                       |                                       |                                                                                                           |                                 |

## LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

- Name of the area – **Puducherry, Bangalore and Cuddalore**
- Nature of operations - Manufacturing plants in Puducherry and Cuddalore and Sales and Marketing Office in Bangalore
- Water withdrawal, consumption and discharge in the following format

| Parameter                                                                                   | Unit         | FY 2025-26      | FY 2024-25       |
|---------------------------------------------------------------------------------------------|--------------|-----------------|------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                           |              |                 |                  |
| (i) Surface water                                                                           | KL           | 0               | 0                |
| (ii) Groundwater                                                                            | KL           | 35,718          | 39,383           |
| (iii) Third party water                                                                     | KL           | 2,16,306        | 122              |
| (iv) Seawater / desalinated water                                                           | KL           | 0               | 0                |
| (v) Others (Secondary Treated Effluent Water- STEW) <sup>2</sup>                            | KL           | 3,042           | 3,757            |
| <b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)<sup>3</sup></b> | <b>KL</b>    | <b>2,55,066</b> | <b>43,262</b>    |
| <b>Total volume of water consumption</b>                                                    | <b>KL</b>    | <b>2,55,066</b> | <b>43,262</b>    |
| <b>Water intensity per rupee of turnover<sup>4</sup></b>                                    | <b>KL/ ₹</b> | <b>0.000019</b> | <b>0.0000034</b> |
| <b>Water discharge by destination and level of treatment (In kiloliters)</b>                |              |                 |                  |
| (i) Into Surface water                                                                      |              | 0               | 0                |
| - No treatment                                                                              |              | 0               | 0                |
| - With treatment – please specify level of treatment                                        |              | 0               | 0                |
| (ii) Into Groundwater                                                                       |              | 0               | 0                |
| - No treatment                                                                              |              | 0               | 0                |
| - With treatment – please specify level of treatment                                        |              | 0               | 0                |
| (iii) Into Seawater                                                                         |              | 0               | 0                |
| - No treatment                                                                              |              | 0               | 0                |
| - With treatment – please specify level of treatment                                        |              | 0               | 0                |
| (iv) Sent to third-parties                                                                  |              | 0               | 0                |
| - No treatment                                                                              |              | 0               | 0                |
| - With treatment – please specify level of treatment                                        |              | 0               | 0                |

| Parameter                                            | Unit | FY 2025-26 | FY 2024-25 |
|------------------------------------------------------|------|------------|------------|
| (v) Others                                           |      | 0          | 0          |
| - No treatment                                       |      | 0          | 0          |
| - With treatment – please specify level of treatment |      | 0          | 0          |
| <b>Total water discharged (in kiloliters)</b>        |      | <b>0</b>   | <b>0</b>   |

Note 1: 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

Note 2: In FY 2025-26, the Company reported STEW water in “Others” category of water withdrawal. The Puducherry facility sources Secondary Treated Effluent Water (STEW) from government-authorised sewage treatment infrastructure for industrial operations. This supports circular water management, reduces dependence on freshwater resources and aligns with the Government of Puducherry's wastewater reuse initiatives.

Note 3: The water withdrawal and discharge from and to water stress areas in FY 2024-25 was only considered for Puducherry. Sales and Marketing office in Bangalore, Corporate Office and R&D center in Chennai. However, in the current reporting year, the CGWA data base [https://cgwb.gov.in/gw\\_status/](https://cgwb.gov.in/gw_status/) and Ground Water Risk Assessment (GWRA 2025) has been updated. Thus, the quantities for Cuddalore are also reported in this reporting year, considering their appropriate water-stress categorization and corroborating company locations of plants and offices in these locations. We have considered critical and over-exploited regions while reporting water stress in line with SEBI's BRSR guidance.

Note 4: For ‘intensity per rupee of turnover’, total revenue from operations has been considered as turnover as per note no. 6 of Audited Standalone Financial Statements <https://solara.co.in/uploads/2026/5/Q4-Financial-Results.pdf?v=1778852097>

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

No significant impacts identified as per assessments and therefore, no prevention or remediation activities undertaken.

- 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     | Reduce carbon emissions    | Using energy-efficient equipment and energy-efficient lighting in our offices    | 75% less energy than conventional lighting                                                                                     |
| 2     | Measures to conserve water | Use of sensor-based taps and use of aerators in taps to reduce water flow        | Reduction of Water Consumption                                                                                                 |
| 3     | Waste reduction            | Installation of paddle dryer                                                     | Reduction in moisture content of waste resulted in reduction of waste quantity generated hence quantity disposed also reduced. |

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

The Company has established a comprehensive Emergency Preparedness and Business Continuity framework to proactively manage risks and ensure operational resilience during emergency situations. The framework includes documented procedures for fire incidents, natural disasters and other potential emergencies, supported by automated fire detection systems, defined evacuation protocols, clearly marked assembly points and compliant emergency exit routes. Regular maintenance of firefighting equipment, periodic mock drills, emergency response training and awareness programmes enhance preparedness across all facilities. Personal Protective Equipment (PPE) is provided to safeguard employees during emergency situations. In addition, the Business Continuity Plan addresses potential disruptions across the supply chain, including upstream and downstream transportation risks, enabling effective risk mitigation and continuity of critical business operations.

- Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No, the organization has not identified any significant adverse environmental impacts arising from its value chain during the reporting period.

**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.  
We are affiliated with 4 industry chambers and associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

| Sr No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|-------|-------------------------------------------------------|---------------------------------------------------------------------|
| 1     | Pharmaceuticals Export Promotion Council of India     | National                                                            |
| 2     | Federation of Indian Export Organisations             | National                                                            |
| 3     | Southern Indian Chamber of Commerce & Industry        | National                                                            |
| 4     | Export Promotion Council for EOUs & SEZs              | 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 |
|-----------------------------------------------------------------------------------------------------------|-------------------|-------------------------|
| Not applicable as no cases have been recorded due to unfair trade practices or anti-competitive behavior. |                   |                         |

**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 |
|-----------------------------------|----------------------|----------------------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable                    |                      |                      |                                                             |                                                  |                   |

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

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

3. Describe the mechanisms to receive and redress grievances of the community.  
Solara provides a formal channel for external stakeholders, including customers, suppliers, communities, NGOs, and government bodies, to raise grievances via email. Upon receiving a complaint, the company constitutes a grievance committee that investigates the concern fairly and transparently, develops corrective actions, and communicates the resolution to the stakeholder. All grievances are recorded, acknowledged within five working days, investigated, and tracked through a structured grievance redressal process. The Company follows up with stakeholders after resolution to assess satisfaction, provides an escalation route to senior management if needed, and maintains confidential records until formal closure of the grievance. Refer to the community grievance policy for details: <https://solara.co.in/uploads/2023/06/Community-Grievance-Policy.pdf>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:  
(BRSR Core Attribute 7: Enabling Inclusive Development)

| Parameter                                    | FY2025-26 | FY2024-25 |
|----------------------------------------------|-----------|-----------|
| Directly sourced from MSMEs/ small producers | 33%       | 20%       |
| Directly from within India                   | 71%       | 67%       |

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 (BRSR core attribute 7: Enabling Inclusive Development)

| Parameter    | FY2025-26      | FY2024-25      |
|--------------|----------------|----------------|
| Rural        | Not applicable | Not applicable |
| Semi-urban   | Not applicable | Not applicable |
| Urban        | 63.8%          | 79.4%          |
| Metropolitan | 36.2%          | 20.6%          |

Note: The disclosure is categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan: Content | Official Website of Reserve Bank of India

## 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.  
Solara places strong emphasis on customer response and satisfaction, supported by a robust system for managing customer complaints and feedback. The Company has Quality Management System in place and the customer complaints are dealt with in accordance with the standards and operating procedures set out.

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                                  | 100%                              |
| Recycling and/or safe disposal                              | 100%                              |

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

| Category                       | FY2025-26                |                                   |                                                                                                      | FY2024-25                |                                   |                                                                                                                                                       |
|--------------------------------|--------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------|--------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                | 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                                 | -                                                                                                                                                     |
| Other: Quality                 | 14                       | 4                                 | 2 complaints were closed in April 2026, 1 case was closed in June 2026, and 1 case is in open state. |                          |                                   | 2 complaints were closed in April & May 2025 and for 01 Complaint, a final Investigation is shared with customer and feedback for closure is awaited. |
| Other: Packing issue           | 0                        | 0                                 | NA                                                                                                   | 15                       | 4                                 | Final Investigation shared with customers for the 04 open complaints and awaiting customer feedback for final closure.                                |
| Other: Other Category          | 11                       | 3                                 | 1 complaint was closed in April 2026 and 2 were closed in May 2026.                                  | 3                        | 0                                 | NA                                                                                                                                                    |

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | NA                 |
| Forced recalls    | 0      | NA                 |

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.**

Solara upholds the Information Security Policy and ensures that all staff members receive training on the policy. The policy outlines the procedures for safeguarding and managing the Company's information and assets. Additionally, it establishes clear roles and responsibilities for information protection and managing cyber incidents. Weblink: <https://solara.co.in/investor-relations/policies-and-guidelines/>

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 / service**

Active monitoring of cyber security for Solara Active Pharma Sciences Limited is handled both internally and by third-party experts. Routine reviews are carried out, and necessary steps are taken to enhance the cyber security measures. Employees are educated on data privacy awareness, and new procedures for data privacy requirements are being reviewed and prepared for implementation.

7. **Provide the following information relating to data breaches:  
(BRSR Core Attribute 8: Fairness in Engaging with Customers and Suppliers)**

- a. Number of instances of data breaches – Nil
- b. Percentage of data breaches involving personally identifiable information of customers - Nil
- c. Impact, if any, of the data breaches - Nil