August 31, 2026

To	To
The Manager	The Manager
BSE Limited,	National Stock Exchange of India Limited
Phiroze Jeejeebhoy Towers,	Exchange Plaza, C-1 Block G,
Dalal Street, Fort,	Bandra - Kurla Complex, Bandra (East)
Mumbai-400001	Mumbai - 400 051
Scrip Code: 534618	**Scrip Symbol: WAAREERTL**

Sub.: Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-2026

Dear Sir/Madam,

This is in reference to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. Kindly find enclosed herewith Business Responsibility and Sustainability Report (the BRSR) for the Financial Year 2025-2026.

The BRSR also forms the part of the Annual Report for the Financial Year 2025-26, submitted to the exchange vide letter dated August 31, 2026.

Please take the same on your records and suitably disseminate to all concerned.

Thanking you,

Yours faithfully,

For **Waaree Renewable Technologies Limited**

HEEMA KALPESHKUMAR SHAH

Digitally signed by HEEMA KALPESHKUMAR SHAH
Date: 2026.08.31 20:09:28 +05'30'

Heema Shah
Company Secretary
ACS 52919
Email Id: info@waareertl.com

Enclosed: As above

Annexure-8 To The Board's Report

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L93000MH1999PLC120470

2. **Name of the Listed Entity:** Waaree Renewable Technologies Limited ('Waaree RTL')

3. **Year of incorporation:** 1999

4. **Registered office address:** 504, Western Edge - I, Off. Western Express Highway, Borivali (E), Mumbai, Maharashtra, 400066

5. **Corporate address:** 504, Western Edge - I, Off. Western Express Highway, Borivali (E), Mumbai, Maharashtra, 400066

6. **E-mail:** info@waareertl.com

7. **Telephone:** +91-22- 66444444

8. **Website:** www.waareertl.com

9. **Financial year for which reporting is being done** FY 2025-26

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:** INR 2,086.91 lakhs

12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Mr. Pujan Doshi, Managing Director, info@waareertl.com, +91-22- 66444444

13. **Reporting boundary -** The disclosures under this Report have been made on a standalone basis. The reporting scope encompasses Waaree RTL's project sites and offices across India.

14. **Name of assurance provider:** Reasonable assurance is not applicable to the Company for FY 2025-26 as the Company does not fall under Top 250 Companies based on market capitalization.

15. **Type of assurance:** BRSR Core – Reasonable assurance is not applicable to the Company for FY 2025-26 as the Company does not fall under Top 250 Companies based on market capitalization.

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.	Waaree RTL delivers turnkey solar EPC solutions for renewable energy projects. NIC Code: 42201	Construction and maintenance of power plants, Supply of electricity	100%

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

S. No.	Product/Service	NIC Code	% of turnover of the entity
1.	Construction and maintenance of power plants.	42201	98.52%

III. Operations:

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

Location	Number of projects	Number of offices	Total
National	23 EPC, 34 O&M	1	58
International	-	-	-

19. Markets served by the Entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	0

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

0%

c. A brief on types of customers

Waaree Renewable Technologies Limited ('Waaree RTL'), serve a diverse customer base across the industrial, commercial and utility segments. Our customers include large industrial and commercial enterprises that engage us for end-to-end Solar EPC (Engineering, Procurement and Construction) solutions for on-site solar projects such as rooftop and ground-mounted installations, as well as off-site projects including open-access solar plants.

In addition to EPC contracts, we also cater to customers through long-term clean power supply arrangements such as Power Purchase Agreements (PPAs). We also develop, build, own and operate select solar power plants and supply electricity as an Independent Power Producer (IPP), enabling customers to procure renewable power without upfront capital investment.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	399	376	94.24%	23	5.76%
2.	Other than Permanent (E)	396	394	99.49%	2	0.51%
3.	**Total employees (D+E)**	**795**	**770**	**96.86%**	**25**	**3.14%**
WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	**Total workers (F+G)**	**0**	**0**	**0**	**0**	**0**

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b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)[1]

	FY25-26 (Turnover rate in current FY)			FY24-25 (Turnover rate in current FY)			FY23-24 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	30.25%	12.70%	28.69%	28.77%	12.77%	27.22%	18.11%	30.77%	18.73%
Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

[1] Re-statement: Modified numbers for FY 24-25 and FY 23-24

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Direct Subsidiaries				
1.	Waasang Solar One Private Limited	Subsidiary	51%	No
2.	Sunsational Solar Private Limited	Subsidiary	100%	No
3.	Waaree Green Data Centers Private Limited (formerly known as Sunsantional Energy Private Limited)	Subsidiary	100%	No
4.	Sunsational Power Private Limited	Subsidiary	100%	No
5.	Waaree Energies Limited	Holding	74.32%	Yes

VI. CSR Details

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

(ii) Turnover (in ₹): 1,59,746.14 (in Lakhs)

(iii) Net worth (in ₹): 45,669.36 (in Lakhs)

Annexure-8 To The Board's Report (Contd.)

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)	FY25-26 Current Financial Year			FY24-25 Previous Financial Year		
	If Yes, then provide web-link for grievance redress policy	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://waareertl.com/grievance	0	0	-	0	0	-
Investors (other than shareholders)		0	0	-	0	0	-
Shareholders		2	0	-	0	0	-
Employees and workers		0	0	-	0	0	-
Customers		3	0	All complaints were resolved within the reporting year	1	0	-
Value chain partners		0	0	-	0	0	-
Others		0	0	-	0	0	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk and opportunity (indicate positive or negative implications)
1.	Customer experience & satisfaction	Risk	Maintaining superior product and service quality is vital to meet and exceed customer expectations. Failing to ensure high customer satisfaction can lead to loss of business, diminished brand trust, and reduced market competitiveness. Recognizing this risk allows Waaree RTL to prioritize customer-centric practices that support long-term relationship building and sustainable growth.	To address this risk, we employ a comprehensive customer engagement strategy that leverages multiple feedback channels including surveys, online reviews, social media interaction, and direct communications. This continuous feedback loop enables early identification of concerns and swift remediation. Additionally, we invest in regular staff training, enforce rigorous quality control measures, and refine operational processes to consistently deliver reliable and high-quality solar energy solutions.	Negative financial implications of poor customer experience at Waaree RTL could include increased warranty claims and rework costs due to quality issues, resulting in higher operational expenses. Loss of customers may reduce project order volumes, leading to decreased revenue and profitability. Additionally, a damaged brand reputation can impede new contract wins, limiting market expansion opportunities. On the other hand, strong customer satisfaction can lead to repeat business and long-term contracts, improving revenue stability and lowering customer acquisition costs. Positive customer experiences can also enable premium pricing and strengthen partnerships, contributing to improved financial performance.
2.	Safeguarding Biodiversity	Risk	Waaree RTL's operations have the potential to adversely affect biodiversity and ecosystem health, including risks such as loss of protected species, fragmentation of natural habitats, and disruption of vital ecological processes. These impacts carry not only environmental consequences but also risk undermining regulatory compliance and social acceptance, especially in ecologically sensitive regions. Recognizing this risk is essential to safeguarding our license to operate and maintaining our commitment to sustainable development.	To manage this risk, Waaree RTL implements proactive environmental stewardship throughout project lifecycles. This includes comprehensive biodiversity risk assessments at project inception, ensuring adherence to detailed Biodiversity Management Plans aligned with global best practices. Our mitigation measures focus on minimizing habitat disturbance, protecting endangered species, and restoring ecosystems affected by our operations wherever feasible. This disciplined approach helps mitigate biodiversity-related impacts and supports long-term environmental sustainability.	Negative financial implications Failure to adequately safeguard biodiversity can expose Waaree RTL to significant financial risks including costly project delays or stoppages due to non-compliance with environmental regulations and permitting requirements. Potential fines, legal liabilities, and remediation costs arising from environmental damage can increase operational expenses substantially

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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 and opportunity (indicate positive or negative implications)
3.	Employee & workforce engagement, welfare	Risk	High employee turnover negatively impacts productivity by causing disruption in team cohesion and the loss of critical skills and institutional knowledge that are difficult to replace. Such turnover can diminish morale, increase recruitment and training expenses, and compromise the consistency and quality of operations, potentially causing project delays and inefficiencies.	Waaree RTL focuses on enhancing employee engagement and retention by refining recruitment and onboarding to ensure alignment with company culture and role requirements. Competitive compensation and benefits, ongoing training and career development, and initiatives supporting work-life balance are prioritized. Additionally, regular exit interviews provide valuable insights to proactively resolve workforce concerns. These strategies collectively foster a positive work environment that supports talent retention and operational stability.	Negative financial implications High turnover rates lead to increased costs related to hiring, training, and lost productivity, which can strain operational budgets and delay project timelines. In contrast, effective employee engagement improves retention, reducing these costs and enhancing workforce efficiency. A stable and motivated workforce contributes to higher project quality and timely delivery, positively impacting Waaree RTL's profitability and competitive position.
4.	Health & safety	Risk	Protecting the health and safety of employees is fundamental to Waaree RTL's operations. Inadequate management of health and safety risks can lead to workplace accidents and injuries, resulting in serious consequences such as legal penalties, regulatory sanctions, reputational harm, and operational disruptions. These outcomes negatively impact employee well-being and can undermine stakeholder confidence and the company's financial stability.	Waaree RTL has established a comprehensive Health, Safety, and Environment (HSE) framework implemented throughout all operations. This includes conducting regular hazard assessments, enforcing strict safety protocols, and delivering continuous training and awareness initiatives to foster a culture of safety. Ongoing reviews and Board-level oversight ensure compliance with evolving industry standards and drive continual improvements in health and safety performance.	Negative financial implications Failing to manage health and safety risks can result in significant financial costs, including compensation claims, regulatory fines, increased insurance premiums, and costs associated with operational downtime. Furthermore, workplace incidents can damage the company's reputation, potentially affecting client relationships and future contract opportunities.

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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 and opportunity (indicate positive or negative implications)
5.	Human rights & labour conditions	Risk	Breaches of human rights and poor labour conditions pose significant risks to Waaree RTL's reputation and brand trust. Such violations can trigger adverse media coverage, legal challenges, loss of customer confidence, and potential boycotts. As ethical business practices gain importance among stakeholders, failure to uphold these standards may limit business opportunities, jeopardize partnerships, and hinder talent acquisition and retention.	We proactively assess human rights risks throughout our operations and supply chains, ensuring strict compliance with applicable national and international labour laws. Our commitment to fair treatment, non-discrimination, and ethical labour standards is reinforced through regular audits and collaboration with external stakeholders. These efforts ensure Waaree RTL maintains exemplary ethical practices and respects the rights and welfare of all workers.	Negative financial implications Human rights violations can lead to costly legal actions, fines, and remediation expenses, as well as damage brand equity that may reduce customer loyalty.
6.	Climate action	Risk	Climate change presents significant challenges for Waaree RTL, including increased frequency of extreme weather events that can disrupt operations, damage infrastructure, and escalate costs. These climate-related risks threaten the company's profitability and long-term viability.	Waaree RTL follows the Board's Risk Policy, starting with a detailed climate risk assessment to identify and prioritize threats to our operations. Based on this, we implement measurable mitigation and adaptation actions, focusing on reducing emissions through energy-efficient technologies and resource optimization. We engage with stakeholders regularly to ensure transparency and compliance with evolving regulations. Investments in resilient infrastructure are tracked and reported to strengthen our ability to manage climate-related impacts effectively.	Negative financial implications Climate-related disruptions can lead to increased repair and maintenance costs, operational downtime, and supply chain interruptions, adversely affecting revenue and profitability. Conversely, proactive climate action can reduce operational costs through energy efficiency, attract green financing, and enhance reputation, thereby improving Waaree RTL's competitive advantage and long-term financial sustainability.

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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 and opportunity (indicate positive or negative implications)
7.	Diversity, inclusion & equal opportunity	Risk	Fostering diversity and inclusion is essential for attracting varied skill sets and perspectives. Failure to promote an inclusive workplace risk damaging Waaree RTL's reputation and may hinder its ability to attract and retain top talent, impacting long-term organizational success.	Waaree RTL actively enhances workforce diversity and nurtures an inclusive environment by implementing policies that support equal representation, growth, and development opportunities at all organizational levels.	Negative financial implications Promoting diversity and inclusion can lead to improved innovation, employee engagement, and talent retention, which positively influence productivity and competitiveness. Conversely, ignoring these aspects may result in reputational harm, reduced employee morale, and challenges in attracting skilled professionals, all of which could negatively impact financial performance.
8.	Data security, privacy, and cybersecurity	Risk	Unauthorized access to sensitive data and breaches of data integrity pose significant risks, including financial loss, legal penalties, and damage to Waaree RTL's reputation.	Waaree RTL employs a robust information security framework designed to safeguard sensitive data, prevent unauthorized access, and maintain data integrity across all systems.	Negative financial implications A cybersecurity breach could lead to substantial financial losses from incident response costs, regulatory fines for non-compliance, litigation expenses, and potential ransom payments. Additionally, compromised data may result in loss of client contracts and reduced business opportunities due to damaged trust.

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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. A) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
C) Web link of the policies, if available	Business responsibility and sustainability reporting policies - https://waareertl.com/upload/media/business_responsibility_and_sustainability_reporting_policy_brsr_1776147223.pdf Supplier Code of Conduct: https://api.waaree.com/upload/media/documents_supplier_code_of_conduct_1_8df0eccd4b_1754069598.pdf								
2. Whether the entity has translated the policy into procedures (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our entity has adopted and aligned its policies with the following national and international codes, certifications, and standards, each mapped against the relevant NGRBC principles: Principle 1: ISO 9001:2015 and UN Global Compact (UNGC) principles ensure integrity and ethical business practices. Principle 2: ISO 9001:2015, and UNGC Principle 3: ILO conventions and UNGC labor standards guide protection of workers' rights throughout operations and supply chains and ISO 45001:2018 Principle 4: Alignment with United Nations Sustainable Development Goals (SDGs) demonstrates engagement and responsiveness to stakeholder interests. Principle 5: UNGC, ILO and ISO 45001:2018 aligned with worker health and safety. Principle 6: ISO 14001:2015, our policies reflect SDGs aimed at promoting equitable economic development. Principle 7: Supported through SDGs emphasizing inclusive growth and supplier development. Principle 8: UNGC and ILO standards help foster responsible and inclusive business partner engagement. Principle 9: We follow the Global Reporting Initiative (GRI) standards for comprehensive sustainability reporting and transparency.								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	Waaree Group has made a commitment to achieve Net Zero emissions. The targets and action plans are being developed at the group level and will be cascaded down to Waaree RTL in due course. EHS Targets: 1. Conduct safety trainings covering a minimum of 1% of total worked man-hours at each Waaree RTL site 2. Zero Accidents across all sites 3. Conduct annual health checkups for all site personnel - 80% coverage 4. Develop emergency response plans for all potential workplace emergencies and conduct a minimum of one drill per quarter - Minimum 3 drills/year 5. Carry out environmental monitoring at every site with a capacity of 300 MW and above								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	6. 10,355 No. of EHS Training Session conducted amounting to 87,498 training hours in against total worked man-hours of 1,10,32,387. 7. 0 Fatalities, 0 Lost Time Injuries, 0 Medical Treatment Cases 8. 13,293 fitness check-ups conducted against 13,431 inducted personnel, approximately 99% coverage of inducted workforce 9. 90 mock drills conducted across all sites during the reporting year (average 7-8 per month) 10. Once in a year environmental monitoring carried out at the sites with the installed capacity of equal to or more than 300 MW.								

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 Waaree Renewable Technologies Limited, we recognize that addressing Environmental, Social, and Governance (ESG) challenges is essential not only for the sustainable growth of our business but also for the wellbeing of the communities and ecosystems we operate in. As a leading player in the renewable energy sector, we are committed to proactively tackling critical ESG issues such as reducing our carbon footprint, ensuring responsible resource management, fostering employee health and safety, and upholding strong governance and ethical business practices.

To demonstrate our commitment, we have established clear ESG principles that guide our efforts. These principles are rigorously tracked and integrated into our operational performance metrics to ensure continuous improvement. In the reporting year, we delivered 87,498 hours of EHS training against total worked man-hours of 1,10,32,387; maintained zero fatalities, zero Lost Time Injuries, and zero Medical Treatment Cases across all sites; completed fitness check-ups for approximately 99% of inducted personnel (13,293 of 13,431); conducted 90 emergency mock drills across our sites, exceeding our minimum requirement; and carried out annual environmental monitoring at sites with installed capacity of 300 MW and above.

Our leadership team is dedicated to embedding ESG principles at the core of our business strategy and risk management framework. We believe that sustainable business practices are integral to long-term value creation and resilience. This commitment drives our investments in clean technologies, ethical supply chains, and transparent governance structures, ensuring that ESG considerations are key decision factors across all levels of the organization.

Looking ahead, Waaree RTL is focused on fostering transparency and sustainability as foundational pillars of our growth. By openly sharing our progress and challenges, we aim to build and sustain trust with all our

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stakeholders, from employees and customers to investors and communities. Through these efforts, we aspire to make a meaningful contribution to global ESG goals and help accelerate the transition to a cleaner, more equitable future.

Together, with steadfast commitment and collaborative spirit, we will continue to drive positive impact and lead by example in the renewable energy sector.

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

Name of Director Mr. Pujan Doshi

Designation Managing Director

DIN 07063863

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Managing Director is responsible for decision making on sustainability-related issues.

10. Details of review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	By the Board of Directors								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject for Review	Half yearly/as and when required.								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

11.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable.

Essential Indicators

1. Percentage coverage by training and awareness 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
Boad of Directors	3	Code of conduct, Anti-bribery and Anti-corruption, POSH, Those Charge with Governance	100%
Key Managerial Personnel	3	Code of conduct, Anti-bribery and Anti-corruption, POSH	100%
Employees other than BoD and KMPs	137	Code of conduct, Anti-bribery and Anti-corruption, POSH, Whistle-blower, Mental wellbeing, Emergency preparedness, Cyber-security	87%
Workers [2]	10,355	1. Emergency preparedness 2. Job specific training 3. Man-animal conflict 4. HIRA 5. Incident-accident prevention 6. Fire safety	100%

[2] Including 3rd party workers

2. Details of fines / penalties /punishment/ award0/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement	Amount (in INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
	Non-Monetary				
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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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
Nil	Nil

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

Yes, Waaree RTL's Anti-Bribery and Corruption Policy commits to conducting business ethically and lawfully, prohibiting all forms of bribery, corruption, and unethical practices. It applies to all employees, directors, and third parties acting on behalf of the company. The policy outlines strict guidelines to prevent, detect, and address bribery, including offering, accepting, or soliciting improper benefits. Waaree RTL emphasizes transparency, accountability, and compliance with applicable laws, provides training and reporting mechanisms, and enforces disciplinary actions for violations. The policy supports fostering a culture of integrity, promoting fair business practices, and safeguarding the company's reputation.

ANTI-BRIBERY & CORRUPTION (ABC) POLICY: https://api.waareertl.com/upload/media/anti_bribery_corruption_policy_20250901060307_1759313681.pdf

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regards to conflict of interest:

	FY 25-26 (Current Financial Year)		FY 24-25 (Previous Financial Year)	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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, since there were no cases occurred. However, we have mechanism in place to maintain zero tolerance towards corruption and bribery.

8. No. of days accounts payable ((Accounts payable * 365) / Cost of goods / services procured) in the following format:

	FY 25-26	FY 24-25
Number of days of accounts payables	67.74	79.81

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9. Openness of business

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

Parameter	Metrics	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	NA	NA
	b) Number of trading houses where purchases are made from	NA	NA
	c) Purchases from top ten trading houses as % of total purchases from trading	NA	NA
Concentration of Sales	a) Sales to dealers/distribution, as % of total sales	NA	NA
	b) Number of dealers/distributors as % of total sales	NA	NA
	c) Sales to top 10% dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTs in	a) Purchases (Purchase with related parties/Total Purchases)	28.56%*	4.74%
	b) Sales (Sales to related parties/Total sales)	7.27%	3.55%
	c) Loans and advances (Loans and advances given to related parties/Total loans and advances)	100%	100%
	d) Investments (Investments in related parties/Total Investments made)	0%	0.05%

* All related party transactions, if any, are undertaken at arm's length and in the ordinary course of business, placed for prior review/approval of the Audit Committee, and material transactions are additionally approved by shareholders in accordance with SEBI (LODR) Regulations, 2015 (Regulation 23) and applicable SEBI circulars, with related parties abstaining from voting; requisite disclosures are made in the prescribed format and the Company's Policy on Materiality of and Dealing with RPTs is hosted on its website.

Leadership Indicators

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

Total number of Awareness programmes held	Topics/Principles Covered Under the Training	% age of value chain partners covered (by value of Business done with such partners under awareness programs)
9,319	1. Emergency preparedness 2. Job specific training 3. Man-animal conflict 4. HIRA 5. Incident-accident prevention Fire safety	100%

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

Yes, the company has a detailed policy known as the code of conduct, the purpose of which is to ensure that the Directors and Senior Management shall observe high standards of ethical conduct, fairness and integrity and shall work to the best of their ability, responsibility and judgement in a manner that is in consonance with the best interests of the Company and its stakeholder.

Annexure-8 To The Board's Report (Contd.)

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 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	100%	100%	Waaree's leadership is deeply dedicated to environmental and social progress in the communities we serve. As such, we prioritize and maintain all essential spending in these vital areas, even when it surpasses our planned budgets.

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

Waaree RTL, adheres to the Green Procurement Policy established by the group. This policy ensures sustainable sourcing through the integration of sustainability criteria, environmental protection measures, ethical labor practices, and fair-trade principles throughout its supply chain.

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

100%

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.

The Company does not manufacture any specific consumer products; therefore, reclamation or disposal at the end of product life is not applicable. However, waste generated from operations and project sites is safely managed and disposed of in accordance with applicable regulatory requirements. The procedures for different types of waste are as follows:

(a) Plastics (including packaging):

Plastics and paper waste are separated and sent for recycling to ensure these materials are recovered and reused effectively.

(b) E-waste:

E-waste (e.g., damaged electronic parts, communication devices, small electrical accessories) is identified and stored separately in a designated area to prevent mixing with general waste. Wherever covered under warranty/return terms, faulty equipment is returned to the OEM/authorized service partner for replacement and responsible handling. Where physical take-back by the OEM is not undertaken, we ensure that the items are routed only through authorized e-waste recyclers/vendors for environmentally sound recycling/ disposal.

Annexure-8 To The Board's Report (Contd.)

(c) Hazardous waste:

Hazardous waste potentially arising at sites (e.g., used oil/grease from equipment maintenance, paint/ chemical containers, contaminated absorbents, batteries, etc.) is segregated, labelled and stored safely to prevent leakage/spillage. Such waste is handed over only to authorized hazardous waste handlers/ recyclers through approved vendors/contractors, and disposal records are maintained.

(d) Other waste:

Construction and miscellaneous waste (e.g., metal scrap, wooden pallets, concrete debris, cardboard) is segregated at source. Scrap metal is channeled to authorized scrap recyclers; wood and cardboard are reused where possible or sent for recycling.

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.

EPR is not applicable to us, however we ensure that all our waste is disposed through proper channels

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?

Waaree Renewable Technologies Limited is primarily an EPC and services-oriented entity (design, engineering, procurement, construction, and O&M of renewable energy projects) and does not manufacture standardized products. As such, a formal product Life Cycle Assessment (LCA) as per ISO 14040/14044 has not been conducted during the reporting year.

Our deliverables are site-specific projects assembled from multi-vendor components, making product-level LCA less directly applicable to our business model at present.

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.

Waaree RTL operates in the EPC segment of renewable energy projects. While full-scale Environmental Impact Assessments (EIAs) are conducted by our clients, we take proactive responsibility for the environmental aspects of our own operations. Before starting any project or at operational sites, we carry out internal environmental assessments to identify potential impacts from our activities. Based on these findings, we implement appropriate mitigation measures to minimize environmental risks such as dust, noise, or soil disturbance

Annexure-8 To The Board's Report (Contd.)

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Nil	Nil	

As an EPC/O&M services entity, we reused wooden pallets/crates received with equipment, but the percentage of recycled/reused inputs by value was not tracked this year.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not applicable as the Company does not have any specific consumer product and there is no product reclamation at the end of the product life. However, the waste material generated at the operation and project sites are safely disposed as per the applicable regulatory requirements.

	FY 25-26 Current Financial Year			FY 24-25 Previous Financial		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

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

Annexure-8 To The Board's Report (Contd.)

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 of the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	376	376	100%	376	100%	-	-	376	100%	Nil	Nil
Female	23	23	100%	23	100%	23	100%	-	-	Nil	Nil
Total	**399**	**399**	**100%**	**399**	**100%**	**23**	**5.76%**	**399**	**94.24%**	**Nil**	**Nil**
Other than Permanent employees											
Male	394	394	100%	394	100%	-	-	394	100%	Nil	Nil
Female	2	2	100%	2	100%	2	100%	-	-	Nil	Nil
Total	**396**	**396**	**100%**	**396**	**100%**	**2**	**0.51%**	**394**	**99.49%**	**Nil**	**Nil**

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	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**
Other than Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

*Waaree RTL does not directly employ workers; hence "NA" is reported in the table. For contractor/thirdparty workers deployed at EPC sites, all work orders/subcontracts mandate, at a minimum, vendor-provided health insurance and personal accident insurance, and compliance with applicable statutory benefits and deductions (e.g., ESI/EPF, maternity benefits under law, and TDS/other statutory deductions). Site/Admin teams verify compliance through muster rolls, wage registers, statutory deduction records (e.g., ESI/EPF challans), and insurance policy copies; vendor invoices are released only after satisfactory verification.

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.18%	0.20%

Annexure-8 To The Board's Report (Contd.)

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

Benefits	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97%	NA	Y	96%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	1%	NA	Y	1%	NA	Y

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

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

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link https://waareertl.com/upload/media/equal_opportunity_policy_20250718105409_1759313778.pdf

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

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

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	For workers present at EPC sites (including contractor/third-party workers), a grievance mechanism is available via (a) physical grievance boxes/registers at each operational site for written or verbal complaints, and (b) a company grievance page on the website open to all stakeholders. Site teams (CLO/Admin) record grievances in a register, assess scope, and escalate to the site CGRM cell (Site In-charge, CLO, Admin) as needed; the complainant is updated on actions/timelines and the case is closed in the log with confirmation.
Other than Permanent Workers	Contractor/thirdparty workers at EPC sites can use the same mechanism, site grievance boxes/registers and the open grievance page on the company website. Grievances are logged by CLO/Admin, escalated to the CGRM cell where required, action plans are communicated to the aggrieved party, and closure is recorded in the grievance log. Acknowledgement is currently provided verbally, with written acknowledgements planned.
Permanent Employees	The Company has a mechanism accessible to all employees to raise their complaints and grievances which are addressed by HR. The grievances can be also raised through whistleblower system through dedicated mail. Link for employee grievance portal: Waaree Employee Experience & Resolution Office (EERO) — User
Other than Permanent Employees	Login

Annexure-8 To The Board's Report (Contd.)

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

Category	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	399	0	0	286	0	0
Male	376	0	0	272	0	0
Female	23	0	0	14	0	0
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 25-26 (Current Financial Year)					FY 24-25 (Previous Financial Year)				
	Total (A)	On Health and Safety measures		On Skill Upgradation		Total	On Health and Safety measures		On Skill Upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)	No. (D)	No. (E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	376	376	100%	376	100%	272	17	6.25	56	20.59
Female	23	23	100%	23	100%	14	14	100	2	14.29
Total	**399**	**399**	**100%**	**399**	**100%**	**286**	**33**	**11.54**	**58**	**20.28**
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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

Category	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	376	275	74.20%	272	175	64.34%
Female	23	18	69.57%	14	7	50.00%
Total	**399**	**293**	**73.93%**	**286**	**182**	**63.64%**
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

Annexure-8 To The Board's Report (Contd.)

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, we have established a robust Occupational Health and Safety (OHS) Management System that applies across all our construction project sites, operations and maintenance (O&M) activities, and office locations. The system is guided by the Waaree RTL Health, Safety and Environmental (HSE) Policy and is aligned with ISO 45001:2018, a globally recognized standard for managing occupational health and safety risks.

Our OHS framework lays down mandatory requirements to plan, implement and monitor health and safety practices in a structured manner. It focuses on identifying hazards, assessing risks and implementing effective controls to prevent incidents and injuries, while strengthening a strong safety culture across the organization.

Further, our Integrated HSE Management System is certified by internationally recognized certification bodies, reinforcing our commitment to high workplace safety standards and compliance with applicable regulatory and global best practices.

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

Waaree RTL follows a structured and proactive risk management approach to identify, assess and control hazards arising from both routine and non-routine activities across construction project sites, O&M operations and office locations. This approach is anchored in mandatory procedures such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA) and the Permit-to-Work system. These mechanisms ensure risks are systematically evaluated and the necessary approvals are obtained before any work begins, reinforcing a strong safety-first culture.

Our risk assessment process involves key stakeholders including construction engineers, design and planning engineers, EHS team members and workers, ensuring that assessments are comprehensive and that suitable control measures are implemented. All risk assessment documentation is maintained in an organized manner and made accessible to relevant teams, supporting transparency, effective oversight, and ongoing improvement in our safety management practices.

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

Reporting workplace hazards plays a vital role in improving Health & Safety performance. We strongly urge all personnel involved in project execution, including the workforce of our contractors, to proactively identify hazards and report them promptly using our designated reporting procedures. Each reported hazard is carefully monitored until it is resolved, and comprehensive preventive measures are put in place to prevent future occurrences.

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

Yes, employees and workers are covered under Mediclaim/ESIC policies for non-occupational medical services.

Annexure-8 To The Board's Report (Contd.)

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

Safety Incident/Number	**Category**	**FY 25-26 (Current Financial Year)**	**FY 24-25 (Previous Financial Year)**
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of Fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

As an ISO 45001 certified company, we ensure a safe and healthy workplace through the implementation of a comprehensive Occupational Health and Safety Management System (OHSMS). This includes conducting regular risk assessments, providing safety training, performing safety inspections and audits, ensuring the use of appropriate personal protective equipment (PPE), and offering medical coverage through Mediclaim/ ESIC policies. We also have a robust incident reporting system, investigate safety incidents, and maintain emergency preparedness procedures to safeguard the well-being of our employees and contractors.

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

	FY 25-26 (Current Financial Year)			**FY 24-25 (Previous Financial Year)**		
	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**
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-
Others	0	0	-	0	0	-

14. Assessments for the year:

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

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

No major safety incidents have been reported during the period. However, we remain committed to maintaining a safe working environment through ongoing safety audits, risk assessments, and regular employee training. We have also updated safety protocols based on these assessments and continuously monitor our operations to address any potential risks. Additionally, we encourage employee feedback to help identify and address any concerns promptly, ensuring we proactively manage and mitigate risks.

Annexure-8 To The Board's Report (Contd.)

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):

   We provide Group Personal Accident (GPA) insurance coverage for employees and workers engaged at our sites for incidents arising out of and in the course of work.

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

   We ensure that our value chain partners comply with applicable statutory requirements (including timely payment of wages and deposit of statutory dues such as PF/ESI and other applicable contributions) through a combination of contractual controls, documentation checks and periodic monitoring. Our key measures include: Contractual obligations: Statutory compliance clauses are embedded in work orders/agreements, making timely deduction and deposit of dues a mandatory requirement. Predeployment and periodic verification: Partners are required to submit relevant statutory registrations and periodic compliance documents (e.g., challans/returns, wage and attendance records) for review.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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

   The Company has assistance programmes for relocation from one place to another, however there are no programmes for retirement or termination of employment

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	A procedure is in place to assess the working conditions of value chain partners

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

   No corrective action were taken since no significant risks were identified.

Annexure-8 To The Board's Report (Contd.)

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.

Waaree RTL has systematically identified, prioritized, and engaged with a diverse set of stakeholders considering the present and potential impacts of its business on them and vice versa. In line with its business models, the Company has identified the following as key stakeholder groups:

Stakeholders	Basis of Identification
Customers / Clients	Identified based on market presence, usage patterns, and feedback mechanisms.
Suppliers / Subcontractors	Mapped through procurement data, spend analysis, and supply chain criticality.
Employees & workforce	Categorized by role, location, and employment type, with inputs from HR systems and engagement surveys.
Investors and Shareholders	Recognized via shareholding data, investor interactions, and financial reporting obligations.
Local Communities	Determined by geographical proximity and socio-economic impact, supported by community assessments and CSR outreach.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers / Clients:	No	Customer satisfaction surveys Formal and informal feedback Forum for quick customer query resolution Email, SMS, advertisement, website, social media	Regular	Understanding their needs helps in determining product and services quality and pricing. Product innovation development is guided by customer requirements Reduction in environmental and social impacts of products to help customers meet their Sustainability Goals
Suppliers / Subcontractors:	No	Regular supplier / vendor meets On-site quality audits of suppliers Vendor due diligence and prequalification meetings. Tracking of suggestions from O&M Partners for possible implementation. Contract revision and negotiation meetings	Annual, Periodic	Critical to ensure operational efficiency through timely supplies and logistical efficiency Vital to our goals of sustainability and responsible sourcing Safety of workers and workplace

Annexure-8 To The Board's Report (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & workforce	No	Intranet and in-house newsletters Management employee Town Hall meets Annual employee surveys Performance dialogue and appraisals Employee Feedback program	Regular	Employees help meet business goals with their collective knowledge and experience, by initiating best-in-class people practices Benefits, culture and grievances Capacity building and career progression Human Rights aspects related to employee wellbeing.
Investors and Shareholders:	No	Annual General Meeting Disclosure tools, including Annual Reports, and Investor Presentations Email Complaints and grievance management.	Annual, Need basis	Keeping communications channels open with analysts and investor community and helps to connect them with management
Local Communities:	No	CSR initiatives and interventions Community meetings Programmes Impact Assessment & survey	Ongoing/ Need basis	Positively touching lives of people and thereby enhancing their quality of life and overall wellbeing

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 Meetings and Discussions: Business and functional heads engage with stakeholders through bimonthly meetings and open dialogues, ensuring a consistent flow of communication and feedback.

   - Data Analysis and Insights: Feedback from these engagements is compiled, analyzed, and transformed into actionable insights and recommendations

   - Informing Board Decisions: This collaborative process ensures that stakeholder interests and concerns are considered, promoting a team approach to decision-making.

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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. We use structured stakeholder consultation to identify, prioritize and manage key environmental and social topics across our project sites and operations. Inputs are gathered through multiple touchpoints such as site visits, joint reviews, audits/assessments, periodic meetings, grievance/complaint channels and engagement with local communities and authorities, wherever applicable. Governance and closure: Key stakeholder inputs and material observations are recorded, assigned for action with timelines, tracked for closure, and used for continual improvement of procedures. Where changes have policy-level implications, they are reviewed through internal governance and escalated to senior management/Board, as applicable.

Annexure-8 To The Board's Report (Contd.)

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

   Our activities are not located in the region where any marginalized group are situated.

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 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	399	399	100%	171	106	61.98%
Other than permanent	396	396	100%	115	107	93.04%
Total Employees	**795**	**795**	**100%**	**286**	**213**	**74.48%**
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	**-**	**-**	**-**	**-**	**-**	**-**

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

Category	FY 25-26 (Current Financial Year)					FY 24-25 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	376	-	-	376	100%	163	-	-	163	100%
Female	23	-	-	23	100%	8	-	-	8	100%
Other than Permanent										
Male	394	-	-	394	100%	109	-	-	109	100%
Female	2	-	-	2	100%	6	-	-	6	100%
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Annexure-8 To The Board's Report (Contd.)

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (In Lacs INR)	Number	Median remuneration/ salary/wages of respective category (In Lacs INR)
Board of Directors (BoD)	1	36.00	0	
Key Managerial Personnel	1	100.18	1	45.03
Employees other than BoD and KMP	374	8.86	22	7.22

* During the reporting year, only one member of the Board of Directors drew salary from the Company; no other director received salary.

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Gross wages paid to female as % of total wages	4.39%	3.74%

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, there is a committee that oversees human rights impacts and issues. For example, the Company maintains a zero-tolerance policy towards sexual harassment in the workplace and complies with the provisions for establishing Internal Complaints Committees under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

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

The Company has an internal, Board-approved Grievance Redressal Mechanism to address grievances, including those relating to human rights (such as discrimination, harassment, unfair treatment, forced or child labour concerns, wage-related issues, unsafe working conditions, retaliation, etc.).

Key features of the mechanism are as follows:

- No retaliation assurance: Employees/Workers can lodge grievances without fear of victimization, and records of statements and decisions are maintained to ensure transparency.
- Right to representation: The aggrieved employee may be accompanied/represented by a fellow employee of their choice during the process.
- Escalation process with defined timelines:
    - Step 1 – Immediate Superior: Discussion and resolution attempt within 3 working days (or the superior's superior if the grievance is against the immediate superior).
    - Step 2 – Head of Department (written grievance): Review and resolution attempt within 3 working days (HR support may be taken for documentation).
    - Step 3 – Grievance Hearing: Escalation to Director/CEO/Head HR, who conducts a grievance hearing and endeavors to close the matter within 10 working days; the decision at this level is final.

Annexure-8 To The Board's Report (Contd.)

- Group grievances: Where an issue impacts a group, a spokesperson (with up to five members) can raise the grievance through the defined process.

- Governance and continual improvement: Any amendment to the mechanism requires Board approval, ensuring oversight and strengthening of the system over time.

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

	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	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
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0	0
Complaints on POSH upheld	0	0

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

The Company follows a zero-tolerance approach towards discrimination and harassment and has formal mechanisms to ensure that complainants do not face retaliation or any adverse consequences for raising concerns. Complaints can be reported through multiple channels, including the POSH Internal Committee (for sexual harassment), the Code of Conduct/disciplinary framework, and the Vigil Mechanism/Whistle Blower Policy, which also covers discrimination, harassment and retaliation.

Under the Whistle Blower Policy, employees are encouraged to report genuine concerns without fear of punishment or unfair treatment. The Company maintains confidentiality and shares information strictly on a need-to-know basis with authorized persons involved in enquiry and resolution. Where required, interim protective measures (such as separation of parties or changes in reporting/work allocation) are considered during the inquiry to safeguard the complainant. Concerns raised through the Vigil Mechanism can be investigated with oversight of the Audit Committee, supporting fairness and neutrality. Any proven victimization, intimidation or retaliation against the complainant or witnesses is treated as misconduct and attracts disciplinary action as per Company policy.

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

Yes, the Company has included Human Rights in business agreements and contracts.

Annexure-8 To The Board's Report (Contd.)

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%

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

No corrective action were taken since no significant risks were identified.

Leadership Indicators

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

No human-rights grievances were received through the formal mechanism, no business process was modified or introduced due to this.

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

No Due Diligence has been conducted for FY 2025-26

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

The registered office of the Company has ramps for easy movement of differently abled visitors. Planned steps are being taken to create the infrastructure support for Persons with Disabilities in Site offices.

4. Details on assessment of value chain partners:

	% of value chain (by value of business done with such partners) that were assessed [2]
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%

[2] For service vendors

The reported 100% coverage reflects on-site checks for contractor workers deployed at all active EPC sites during the year, conducted through EHS/HR audits (including POSH awareness/IC display, non-discrimination, prohibition of child/ forced labour, and wage/working-hours verification via muster rolls and statutory registers). An HRDD framework is being implemented

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

Not applicable

Annexure-8 To The Board's Report (Contd.)

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

Essential Indicators

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

Parameter	FY 25-26 (Current Financial Year) GJ	FY 24-25 (Previous Financial Year) GJ
From renewable sources		
Total electricity consumption (A)	173	270
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	173	270
From non-renewable sources		
Total electricity consumption (D)	757	1,085
Total fuel consumption (E)	10,127	4,944
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	10,884	6,029
Total energy consumed (A+B+C+D+E+F)	11,057	6,299
Energy intensity per rupee of turnover [GJ/million Rupee] (Total energy consumed / Revenue from operations)	0.000000332	0.000000394
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000675	0.00000791
Energy intensity in terms of physical output [MJ/Wp]	NA	
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

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.

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

Parameter	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
1. Surface water	-	-
2. Ground water	0	
3. Third party water	8,159	80,066
4. Seawater/desalinated water	-	-
5. Others	-	-
Total volume of water withdrawal (1+2+3+4+5)	**8,159**	**80,066**
Total volume of water consumption (in kiloliters)	8,159	80,066

Annexure-8 To The Board's Report (Contd.)

Parameter	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Water intensity per rupee of turnover (Kiloliters/million rupee) (Total water consumption/Revenue from operations) Liters/Rupee	0.000000245	0.00000501
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000498	0.00010056* (restatement)
Water intensity in terms of physical output [Kiloliters/Wp]	NA	
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Construction water and PV Module cleaning was within our scope for previous financial year. The scope has been revised for current year.

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

4. Provide the following details related to water discharged

Parameter	FY25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
1. To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
2. To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
3. To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
4. Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
5. Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

All the plants under our scope have treatment facilities and operates under Zero Liquid Discharge (ZLD)

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

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

Our operations do not involve any water-intensive manufacturing or production processes; therefore, no process wastewater/industrial effluent is generated from our activities. The wastewater generated at our locations is only domestic in nature, arising from sanitary facilities such as toilets and wash areas used by our workforce, and is managed through appropriate on-site sanitation arrangements and/or authorized local disposal systems, as applicable to the site.

Annexure-8 To The Board's Report (Contd.)

To minimize our water footprint, we also promote water-efficient sanitation practices at project sites, including the use of dry portable urinals wherever feasible. This helps reduce freshwater consumption and limits the generation of domestic wastewater, supporting our overall water conservation and environmental performance objectives.

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

Parameter	Please specify unit	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Our organization falls into the White Category of Industries.			
Nox	Tonnes	NA	NA
Sox	Tonnes	NA	NA
Particulate matter (PM)	Tonnes	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA

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:

Parameter	Unit	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	616	313
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	149	214
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations)	Metric tonnes of CO2 equivalent per million of turnover	0.0229	0.033
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0000000230	0.000000662
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 per Wp	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

Annexure-8 To The Board's Report (Contd.)

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

At Waaree RTL, we are firmly committed to reducing our environmental impact and enhancing energy efficiency by actively addressing both Scope 1 and Scope 2 greenhouse gas emissions. To achieve this, we have implemented direct current (DC) lighting systems on-site, powered directly from renewable sources or batteries. This approach has lowered energy consumption, improved overall operational efficiency, and resulted in cost savings alongside decreased carbon emissions.

A key part of our strategy includes the strategic integration of solar energy systems at our construction sites, significantly reducing dependence on conventional diesel generators and thereby contributing directly to lowering our operational carbon footprint. In addition, we have prioritized the use of 5-star rated energy-efficient electrical appliances across our sites and facilities, further enhancing energy efficiency while supporting the United Nations Sustainable Development Goals — SDG 13: Climate Action and SDG 7: Affordable and Clean Energy.

Beyond infrastructure and technology, we actively foster a culture of sustainability by engaging employees in energy-saving practices. Through awareness campaigns, training programs, and internal sustainability challenges, we encourage behavioral changes that support the reduction of indirect (Scope 2) emissions and promote energy-conscious habits throughout our workforce.

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

Parameter	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	41.6	8.2
E-waste (B)	0.22	0.01
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	3	21.7
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify (G)	0.05	0.11
Other non-hazardous waste generated (H) (Break-up by composition i.e. by materials relevant to the sector)	746	36.2
Total (A+B+C+D+E+F+G+H)	790.8	66.2
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) [Kg/Rupee]	0.0000000237	0.00000000414
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000476	0.0000000832
Waste intensity in terms of physical output (MT/Wp)	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
1. Recycled	137.6	0
2. Re-used	334	0
3. Other recovery options	316	0
Total	**787.6**	**0**

Annexure-8 To The Board's Report (Contd.)

Parameter	**FY 25-26 (Current Financial Year)**	**FY 24-25 (Previous Financial Year)**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
1. Incineration	0.05	0.1
2. Landfilling	0	0
3. Other disposal operations (supply as fuel for cement plant)	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

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.

Waaree RTL is an ISO 14001:2015 certified organization, committed to environmental responsibility through a structured HSE management system. Before initiating any project, we develop site-specific Waste Management Plans and engage only authorized vendors for waste recycling, treatment, and disposal. Our 'Waste Stream Mapping' guidelines ensure proper segregation, labelling, and handling of waste from generation to disposal, promoting compliance and environmental safety. As a White Category industry, our operations involve minimal use of hazardous substances, significantly reducing the risk of mixed waste generation and simplifying disposal processes. These practices reflect our dedication to minimizing environmental impact and advancing sustainable operations.

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

S.No.	**Location of operations/ offices**	**Type of operations**	**Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.**
No operations near hotspots			

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

Waaree RTL operates in the EPC segment of renewable energy projects. While full-scale Environmental Impact Assessments (EIAs) are conducted by our clients, we take proactive responsibility for the environmental aspects of our own operations. Before starting any project or at operational sites, we carry out internal environmental assessments to identify potential impacts from our activities. Based on these findings, we implement appropriate mitigation measures to minimize environmental risks such as dust, noise, or soil disturbance.

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

Annexure-8 To The Board's Report (Contd.)

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:

The Company remains fully compliant with all applicable environmental regulations in the country and reported no instances of environmental noncompliance during the Financial Year 2025-26.

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

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area: Phalodi, Rajasthan

(ii) Nature of operations: O&M of solar power plant

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

Parameter	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
1. To Surface water	0	0
2. To Groundwater	0	0
3. Third party water	2,421	1,270
4. Seawater/desalinated water	0	0
5. Others	0	0
Total volume of water withdrawal (in kiloliters)	2,421	1,270
Total volume of water consumption (in kiloliters)	2,421	1,270
Water intensity per rupee of turnover (Water consumed / turnover) (Kiloliters/ millions of INR)	0.0727	0.0686
Water intensity (optional) – the relevant metric may be selected by the entity (Kiloliters/Wp)	NA	NA
Water discharge by destination and level of treatment (in kiloliters)		
1. Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
2. Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
3. Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
4. Sent to third parties		
- No treatment	NA	NA

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Parameter	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
- With treatment – please specify level of treatment	NA	NA
5. Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kiloliters)	NA	NA

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

Parameter	Unit	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	System is being developed to assess Scope-3 emissions.	
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

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

We do not operate in any ecologically sensitive region

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Screw piling	We have adopted screw piling technology as a core construction method for our solar PV projects to boost sustainability. This technique uses helical steel piles screwed into the ground, eliminating the need for concrete and water. It reduces resource consumption, speeds up installation, minimizes soil disturbance, and produces less noise and dust. Screw piles can be removed, reused, or recycled, supporting circular economy principles and making this method ideal for sensitive or agricultural lands.	By replacing traditional concrete piling with screw piling, we have cut carbon emissions and lowered the use of energy-intensive materials like cement, sand, and water. The installation is faster, cleaner, and safer, reducing disturbance to communities and workers. Additionally, the ability to reuse or recycle screw piles reduces waste, helping us conserve resources and improve sustainability across our solar PV projects.
2.	Solar panels for onsite usage	We have installed on-site solar panels at our project locations to generate clean, renewable energy directly where it's needed. This reduces reliance on grid electricity, lowers greenhouse gas emissions, and supports operational self-sufficiency. The solar panels are integrated into our sites to optimize energy use, reduce costs, and enhance overall sustainability.	The on-site solar panels have generated 48,163 kWh of clean energy, significantly reducing our carbon footprint and energy expenses. This output reduces our dependence on fossil fuels and grid electricity, promoting greener operations and cost savings. The initiative underlines our commitment to sustainable energy solutions and operational innovation.

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S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
3.	Use of DC lights	We have implemented DC (direct current) lighting systems on-site to improve energy efficiency and reduce power conversion losses. By using DC lights powered directly from renewable sources or batteries, we minimize electricity waste and support cleaner, more sustainable operations.	The use of DC lights has lowered energy consumption and improved overall efficiency on-site by reducing reliance on AC power conversion. This results in cost savings and decreased carbon emissions, reinforcing our commitment to sustainable, energy-efficient project operations.
4.	RO drinking water system with reuse of RO reject water	At locations where RO systems are installed, raw water is treated through RO for drinking purposes. The RO reject water is collected in a separate tank and reused for non-potable purposes such as toilet flushing and cleaning/washing, wherever feasible.	Improved water-use efficiency by utilizing reject water; reduced freshwater requirement for housekeeping and sanitation.

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

Yes. We have a Business Continuity and Disaster Management framework through our site-specific Emergency Preparedness and Response Plan (EPRP)/Emergency Action Plan (EAP) for project locations. The plan defines scope and procedures to prevent/limit loss of life, property and environmental impact during man-made and natural emergencies (e.g., fire, electrocution, fall from height, vehicle incidents, chemical spills, biological hazards, earthquake, cyclone/sandstorm and lightning). It establishes a Site Command Centre, dedicated emergency contact numbers, Emergency Response Team structure (SIC/IC, EHS, security, first aider/medical and fire team), coordination with external agencies (hospital/ambulance/fire brigade/police), assembly points, emergency levels, communication protocols, training/inductions, and periodic mock drills/tabletop exercises with review and updates. 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.

As a company, we are executing projects classified under the White Category industry by the Central Pollution Control Board (CPCB), Government of India, indicating that Waaree RTL has minimal environmental impact across its operations. Nevertheless, as part of our ongoing sustainability initiatives, we remain committed to continuous improvement by progressively installing more energy-efficient modules and enhancing our practices and processes to further minimize environmental impact year over year.

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

None.

Annexure-8 To The Board's Report (Contd.)

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.: Nil

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

   Nil

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

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators

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

S. No.	Public Policy Advocated	Method Restored for such Advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Six monthly/ Quarterly), any other	Weblink, if available
Nil					

Principle 8: Business 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)	Whether conducted by independent external agency (Yes / No)	Whether conducted by independent external agency (Yes / No)
Waaree RTL operates in the EPC segment of renewable energy projects. Under Indian law, land acquisition are typically conducted by the project proponent and/or the government authority, not by the EPC contractor. During the current financial year, no SIAs were required to be undertaken by Waaree RTL in its own name, and we therefore did not conduct any statutory SIAs.					

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

   R&R of projects is carried out by the Clients and is not within the scope of work of the Company

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil						

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

   All agreements between the Company and its stakeholders include specific clauses related to grievance handling and dispute resolution. To ensure community concerns are promptly addressed, a designated

Annexure-8 To The Board's Report (Contd.)

representative is appointed at each project and O&M site to receive and manage complaints or grievances from local community members. A project-level grievance redressal mechanism is actively in place, supported by the maintenance of a grievance register at every project and O&M location. This structured approach ensures transparency, accountability, and timely resolution of issues raised by stakeholders.

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

	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers.	13.56%	22.96%
Sourced directly from within the district and neighboring districts	-	-

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

Location	FY 25-26 (Current Financial Year)	FY 24-25 (Previous Financial Year)
Rural	1.23%	0.99%
Semi-urban	10.84%	2.53%
Urban	42.86%	31.47%
Metropolitan	45.07%	65.01%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
As an EPC contractor, Waaree RTL did not conduct statutory SIAs in its own name during the year; these are undertaken by project proponents/government as applicable. Where client SIAs and/or our internal social screenings flagged potential or actual negative social impacts, we implemented the following mitigation actions: • Labor and working conditions: mandatory inductions and toolbox talks POSH awareness with ICC details displayed, verification of IDs/age, welfare facilities, and periodic audits of worker accommodation. • Stakeholder engagement and grievance: information sharing with local panchayats/representatives before major activities, onsite grievance channels, and time-bound investigation and closure of community complaints.	

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

S. No.	State	Aspirational District	Amount Spent (in INR)
Nil			

Annexure-8 To The Board's Report (Contd.)

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

   (b) From which marginalized /vulnerable groups do you procure? - No

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

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NIL		

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

Name of authority	Brief of the case	Corrective action taken
NIL		

6. Details of beneficiaries of CSR projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Roadside Tree Plantation	10,000+	-
2.	Education & Hostel Building	3,000+	-
3.	Women Hostel	500+	-
4.	Animal Protection	108	-
5.	Education and health	5,000+	-

Principle 9: Business should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

   There is a designated person at the projects/ O&M locations/sites, who can be reached out in case of any complaints or grievances from customers. Project level grievance redressal mechanism is prepared, and grievance register is maintained at every project and O&M sites.

   Web Link: https://waareertl.com/upload/media/grievance_redressal_policy_20250718105519_1759313729.pdf

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	Waaree RTL is an EPC and O&M services company and does not manufacture or sell products requiring labeling. Equipment installed at projects bears OEM labels and markings; we promote safe and responsible use of solar plant by providing detailed O&M manuals with technical safety instructions, including procedures for inverter shutdown, module cleaning and LT/HT panel operation. We conduct site-level training for client teams on safe operation of equipment electrical isolation, arc flash risks, and emergency response.
Safe and responsible usage	
Recycling and/or safe disposal	

Annexure-8 To The Board's Report (Contd.)

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

	FY 25-26 (Current Financial Year)			FY 24-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber Security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Services	3	0		1	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other (Customer Complaints)	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

The Company follows the privacy policy present at group level.

https://www.waaree.com/privacy-policy/

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

No instances occured

7. Provide the following information relating to data breaches:

   a. Number of instances of data breaches – Nil

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

   c. Impact, if any, of the data breaches – Nil

Annexure-8 To The Board's Report (Contd.)

Leadership Indicators

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

   The Company's business offerings can be found on the website: www.waareertl.com

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

   As a Solar EPC company, we promote safe and responsible use of solar plant by providing detailed O&M manuals with technical safety instructions, including procedures for inverter shutdown, module cleaning and LT/HT panel operation. We conduct site-level training for client teams on safe operation of equipment electrical isolation, arc flash risks, and emergency response.

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

   Waaree RTL is not directly involved in the distribution of power to end-users

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

   Not applicable since Waaree RTL is an EPC and O&M services company and does not manufacture or sell products requiring labeling. Equipment installed at projects bears OEM labels and markings; we promote safe and responsible use of solar plant by providing detailed O&M manuals with technical safety instructions, including procedures for inverter shutdown, module cleaning and LT/HT panel operation. We conduct site-level training for client teams on safe operation of equipment electrical isolation, arc flash risks, and emergency response.

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

   Yes. We conduct client satisfaction surveys post-handover to assess construction quality, timeliness, safety, and team responsiveness.

On behalf of the Board
For **Waaree Renewable Technologies Limited**

Sd/-
Pujan Doshi
(Managing Director)
DIN: 07063863

Sd/-
Hitesh Mehta
(Whole-Time Director)
DIN: 00207506

Place: Mumbai
Dated: August 27, 2026

Registered office
504, Western Edge-I, off. Western Express Highway
Borivali (East), Mumbai 400066