

Hinduja Renewables, part of the globally diversified Hinduja Group, is an independent power producer headquartered in India. We generate and provide green power to accelerate the clean energy transition.



Scan the QR code to visit our website.

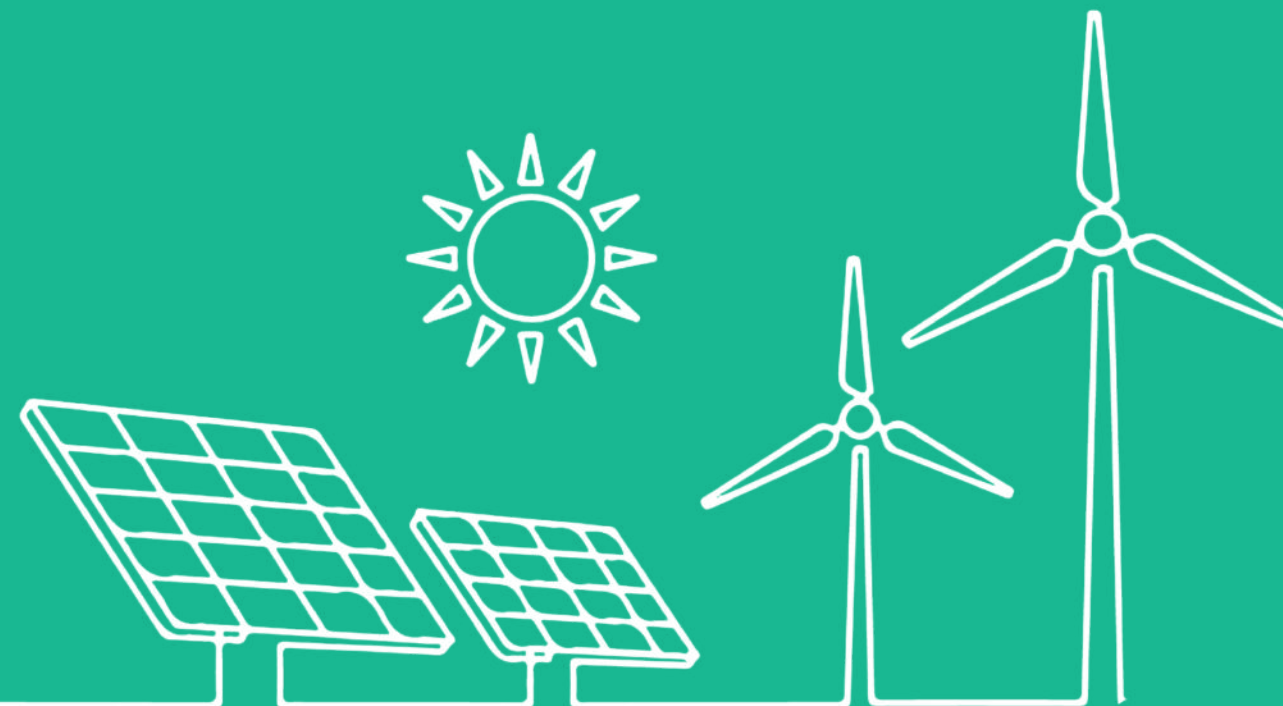
Empowering a Sustainable Tomorrow

Annual Sustainability Report FY 2025-26

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Purpose & Progress

Guided by precision and purpose, we steer progress towards a cleaner, safer, and more sustainable tomorrow. This report reflects our journey of innovation, responsibility, and resilience in motion.



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About This Report

Our foundation is built on responsible governance, innovation, and long-term vision. Strategic thinking guides our journey toward sustainable growth and resilient operations. This section outlines the principles and direction shaping our path forward.

SDG ALIGNMENT





About This Report

(GRI 2)

Hinduja Renewables Energy Private Limited (HREPL) presents its second Annual Sustainability Report for the financial year FY 2025–26, reaffirming its commitment to transparency, accountability, and responsible growth as it continues to drive India’s clean energy transition.

Anchored in our theme, **“Empowering a Sustainable Tomorrow”** this report reflects our strategic focus on accelerating decarbonization, strengthening operational resilience, and creating long-term value for stakeholders through sustainable energy solutions.

As a growing player in India’s renewable energy landscape, we recognise that sustainability is not only an operational imperative but a strategic driver of business performance, risk management, and stakeholder trust. This report aims to provide a comprehensive and balanced view of our Environmental, Social, and Governance (ESG) performance, progress, and priorities.

Reporting Scope, Period & Framework (GRI 2-1, 2-3, 2-4, 2-5)

This report covers the period from 1 April 2025 to 31 March 2026 and has been prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards.

The disclosures presented in this report encompass all entities, facilities, and operations under HREPL’s direct operational control, including:

- Corporate offices
- Operational renewable energy assets
- Project development and execution sites across India

Where relevant, data from prior reporting periods has been restated to ensure consistency and comparability. Any such restatements are clearly explained within the respective sections of this report.

Organisational Overview & Operational Boundaries (GRI 2-1, 2-2)

HREPL operates across the renewable energy value chain, with a focus on developing, owning, and operating clean energy assets. The scope of this report reflects our operational footprint across India and includes all activities that are materially relevant to our ESG performance. The reporting boundary is aligned with our financial and operational control approach, ensuring that all significant environmental and social impacts arising from our operations are appropriately captured.

Reporting Approach & Standards Alignment (GRI 2-3)

This Sustainability Report has been prepared with reference to internationally recognised reporting frameworks and principles to ensure consistency, credibility, and comparability. Our disclosures are aligned with:

- GRI 2021 Standards for comprehensive ESG reporting

The report has been developed following key reporting principles, including:



Materiality

focusing on topics that significantly impact our business & stakeholders



Stakeholder Inclusiveness

reflecting the expectations of key stakeholders



Accuracy and Completeness

ensuring reliable and balanced disclosures



Clarity and Comparability

enabling informed decision-making

Materiality & Stakeholder Inclusiveness Principles (GRI 2-29)

Our sustainability disclosures are guided by a structured materiality assessment process, which identifies and prioritises ESG topics that are most relevant to our business operations and stakeholders. We actively engage with a diverse set of stakeholders, including:

- Investors and lenders
- Customers and business partners
- Employees and contractors
- Regulators and local communities

Their inputs help to shape our sustainability priorities, ensuring that our strategy remains aligned with emerging risks, opportunities, and expectations.

External Assurance & Credibility (GRI 2-5)

To enhance the credibility and reliability of our sustainability disclosures, selected ESG parameters presented in this report will undergo for independent external assurance in accordance with globally recognised assurance standards in our upcoming reports.

Data Accuracy, Reliability & Restatements (GRI 2-4)

HREPL is committed to maintaining high standards of data integrity and transparency. Data presented in this report is sourced from internal systems, operational records, and verified management inputs.

Where data limitations exist, these have been transparently disclosed. Any revisions or restatements of previously reported data are clearly highlighted, along with the rationale, to ensure consistency and reliability in our disclosures.

We continue to strengthen our internal data management systems and processes to enhance the accuracy, traceability, and completeness of ESG data across our operations.



Contact Information & Reporting Queries (GRI 2-3)

We welcome feedback and queries from stakeholders regarding this report & our sustainability performance.

Hinduja Renewables Energy Private Limited

✉ esg.hrepl@hindujarenewables.com

Forward-Looking Statements (GRI 2-22)

This report contains forward-looking statements that reflect HREPL's current expectations, assumptions, and projections regarding future events, including sustainability goals, climate strategies, and business performance.

These statements are subject to inherent risks and uncertainties, including changes in regulatory frameworks, market conditions, technological advancements, and climate-related factors. Actual outcomes may differ materially from those expressed or implied in such statements. HREPL undertakes no obligation to publicly update or revise any forward-looking statements, except as required by applicable laws and regulations.





Message From Chairman

(GRI 2-22)



“ —
Empowering a Sustainable tomorrow reflects our conviction towards sustainable growth. — ”

Shom Hinduja
Chairman

Dear Stakeholders,

The world is witnessing a historic industrial and economic transformation. Driven by climate change, accelerating global energy demand, and technological disruptions, the global landscape is evolving rapidly. In this new era, the transition to clean energy has moved beyond being a responsibility and has become fundamental to economic resilience, national energy security, and long-term industrial competitiveness.

India stands at a defining moment in its energy transition journey. This transition is a national imperative, and at Hinduja Renewables, we are guided by the Hinduja Group's enduring philosophy of purpose-led growth. We remain committed to building a cleaner and more sustainable future for generations to come.

The publication of our second annual Sustainability Report marks another important milestone, reflecting our matured disclosure practices as we continue to strengthen our position as a future-focused renewable energy platform. Strong corporate governance is the foundation of our company and its future success. Guided by our long-term vision and supported by the strength of the Hinduja Group, we continue to expand our renewable energy portfolio across solar, wind, hybrid energy, and emerging storage solutions. Today, our operational and under-development portfolio spans over 3 GWp across 60+ installations, having collectively generated more than 4 TWh of clean energy and avoided over 3.17 million tonnes of CO₂ emissions.

As global economies accelerate towards low-carbon pathways, the role of renewable energy companies must evolve beyond conventional power generation. The future belongs to integrated energy ecosystems that combine generation with storage, digital intelligence, and grid reliability. Looking ahead, Hinduja Renewables is committed to achieving Net Zero carbon emissions by 2040. We are actively mapping and executing the technical pathways required to achieve this milestone.

This vision extends across our entire ecosystem by strengthening local supply chains, promoting circular economy principles, and investing in the communities where we operate. Through these efforts, we aim to create long-term value for all our stakeholders. As institutional investors increasingly align capital with climate-conscious businesses, we continue to integrate ESG principles into every facet of how we govern, invest, and operate.

The theme, "**Empowering a Sustainable Tomorrow**" reflects our conviction that sustainable growth is built on responsible leadership, innovation, and long-term value creation. It embodies our commitment to creating lasting environmental, social, and economic value while maintaining the highest standards of governance, transparency, and accountability for all our stakeholders.

I extend my sincere gratitude to our employees, partners, customers, investors, and communities for their unwavering trust and collaboration as we collectively build a sustainable tomorrow.

Thank you for your trust and support.





Message From Managing Director & CEO

(GRI 2-22)

“
Driven by innovation and purpose, we are
accelerating the shift toward a cleaner and more
sustainable energy future.
”

Dear Stakeholders,

For Hinduja Renewables, the past fiscal year was defined by accelerated execution, market adaptation and strategic expansions. We have successfully matured our operations and strengthened our position as a future-ready energy platform, expanding our reach across utility-scale and Commercial and Industrial (C&I) solar, wind, hybrid and storage-backed solutions.

So far, our assets have generated over 4 TWh of clean energy, avoiding approximately 3.17 million tonnes of CO₂ emissions. As India advances its energy transition roadmap, we remain focused on delivering scalable energy solutions that create measurable environmental, operational and financial value.

The renewable energy sector is moving far beyond isolated power generation towards a sophisticated, interconnected power grid ecosystem. At Hinduja Renewables, we believe the future lies in intelligent, storage-enabled systems that provide the flexibility and security the grid needs. Over the past year, we sharpened our end-to-end execution from engineering and procurement to long-term asset management. While progressing steadily on our core projects, we expanded significantly into hybrid infrastructure and Round-the-Clock (RTC) solutions to meet complex customer and grid requirements with high precision.

As part of our core environmental commitment, we are progressively working toward our target to achieve complete Carbon Neutrality across our operations by 2030. To achieve this alongside our capacity growth, we are shifting towards an advanced market architecture

where clean power becomes a financially optimized asset. By adopting innovative transaction frameworks like Virtual Power Purchase Agreements (VPPAs) and Contracts for Difference (CfDs), we help major industries decarbonize their operations while remaining globally competitive. We see clean energy as a strategic business advantage capable of improving cost efficiency, operational resilience and long-term competitiveness for our customers.

Digital transformation is essential to accelerating this decarbonization. We are building an integrated digital infrastructure where generation, storage and consumption are connected through real-time analytics. This year, we enhanced our centralized digital monitoring and operational analytics with AI and machine learning to improve predictive maintenance, optimize energy yield and drive data-backed decision-making.

Our employees are the driving force behind this progress. Their technical expertise allows us to navigate a complex energy landscape and deliver consistent value to our stakeholders. We have also strengthened our internal ESG governance systems, elevating our disclosure maturity in this second sustainability report by aligning with global frameworks such as GRI and BRSR Core. Looking ahead, our priorities are clear, scaling storage-backed infrastructure, advancing our digital capabilities and deepening ESG integration into our corporate DNA. By focusing on responsible, disciplined growth, we continue to support India's clean energy ambitions and create enduring value for a sustainable tomorrow.

Deepak Thakur
Managing Director & CEO



60+
Renewable Energy Installations



10 GW
of clean energy capacity by 2030.





Sustainability Highlights

(GRI 2-22)



ENVIRONMENTAL

4064.32

GWh
Lifetime Clean
Energy Generated

1.103

TWh
Renewable Energy
Generated this year

20+

Utility-Scale Renewable
Projects Operational

176.90

KL/employee
Water Intensity

02

MtCO₂e
Scope 1 GHG
emissions

1577

MtCO₂e
Scope 2 GHG
emissions

276,684.26

MtCO₂e
Scope 3 GHG emissions

4.89

tCO₂e / employee
Emissions Intensity

0.76

MMtCO₂e
Total CO₂ avoided
this year

3.17

MMtCO₂e
cumulative CO₂
avoided

1,200

Numbers
Tree Plantation

1.11

GWp
Portfolio Managed

99.98%

of total Waste
Recycle



SOCIAL

323

Total Workforce
Strength

80%

Local Employment
Ratio for Workers

74.8%

Employee Retention
Rate

100%

Employees Covered
by Health Insurance

100%

Employees Covered
Under Skill
Development Programs

1.74 cr ₹

CSR Expenditure

0

Lost Time Injury
Frequency Rate (LTIFR)



GOVERNANCE

2

ESG-focused Board
Meetings Held

04

Total Directors

00

Material Cybersecurity
Incidents

100%

Employees Covered
Under Anti-Corruption
Training



Corporate Profile: Business Model, Installed Capacity, Geographic Presence & Timeline

(GRI 2)

Powering India's Renewable Transformation through Integrated Clean Energy Solutions (GRI 2-1, GRI 2-6, GRI 2-7, GRI 2-8)

Hinduja Renewables Energy Private Limited (referred herein after as "HREPL", "Hinduja Renewables", "the Company", "we", "our", and "us") is an integrated clean energy and decarbonization platform committed to accelerating India's transition toward a resilient, low-carbon, and sustainable energy future. Incorporated on 11 January 2012 and headquartered in Mumbai, Maharashtra, the Company operates at the convergence of renewable infrastructure, digital innovation, climate resilience, and long-term sustainable value creation.

Backed by the entrepreneurial legacy, nation-building philosophy, and diversified infrastructure experience of the Hinduja Group, Hinduja Renewables has evolved into a future-focused renewable energy enterprise delivering scalable and technology-driven clean energy solutions across utility-scale, commercial & industrial (C&I), rooftop, and open-access markets.

At Hinduja Renewables, sustainability is not viewed as a parallel initiative, but as a core strategic driver influencing infrastructure development, investment priorities, operational excellence, stakeholder engagement, and long-term business resilience. Our integrated approach combines clean energy generation, digital intelligence, operational optimisation, and responsible growth to support India's decarbonization ambitions while enabling reliable and affordable power access.

Aligned with the report theme, "Empowering a Sustainable Tomorrow," the Company continues strengthening its role in shaping intelligent, digitally connected, and environmentally responsible energy systems capable of supporting the next phase of India's sustainable infrastructure transformation.

Our Purpose

“Enabling a Cleaner, Smarter and More Resilient Energy Future”

The growth must be built on sustainable and climate-resilient energy systems. Our purpose is to accelerate India's clean energy transition through scalable renewable infrastructure, technology-led innovation, and integrated energy solutions that create long-term value for businesses, communities, and future generations.

As industries increasingly transition toward low-carbon operations and sustainable supply chains, the Company remains focused on building future-ready energy ecosystems that combine reliability, efficiency, affordability, and environmental responsibility.

Business Landscape

“Building an Integrated Renewable Energy Ecosystem”

Hinduja Renewables has developed a diversified clean energy platform designed to address the evolving requirements of utility customers, industrial consumers, and commercial enterprises across India.

Our Core Business Segments

- Utility-Scale Renewable Infrastructure**
Large-scale renewable infrastructure projects supporting grid decarbonization
- Commercial & Industrial (C&I) Solutions**
Tailored clean energy solutions for industrial and commercial consumers
- Rooftop Solar Systems**
Distributed solar infrastructure across commercial and industrial facilities
- Open Access & Captive Energy Models**
Flexible and cost-efficient renewable power procurement models
- Emerging Storage & Hybrid Solutions**
Battery Energy Storage Systems (BESS), Pumped Storage Projects (PSP) and hybrid infrastructure initiatives
- Digital Asset Management**
Data-driven monitoring, predictive analytics and operational optimisation systems

With operational assets distributed across multiple Indian states, the Company continues strengthening its renewable footprint through scalable infrastructure, advanced engineering practices, digital monitoring capabilities, and technology-enabled asset optimisation systems.

By integrating clean energy generation with data intelligence, predictive analytics, operational monitoring, and smart energy management systems, Hinduja Renewables is steadily transitioning from a conventional renewable developer into an integrated energy transition platform.

Renewable Platform Overview

At a Glance FY 2025–26

1.1 GWp

Operational Renewable Portfolio

2030

Carbon Neutrality Target

60+ Sites

Operational Renewable Portfolio

10+ States Across India

Operational Presence

1,072 MWp

Utility-Scale Solar Portfolio

10 GW by 2030

Long-Term Capacity Ambition

323 Employees

Employee Strength

3000+ Workforce Personnel

Contract Workforce

42.55 MWp

Rooftop Solar Portfolio

2040

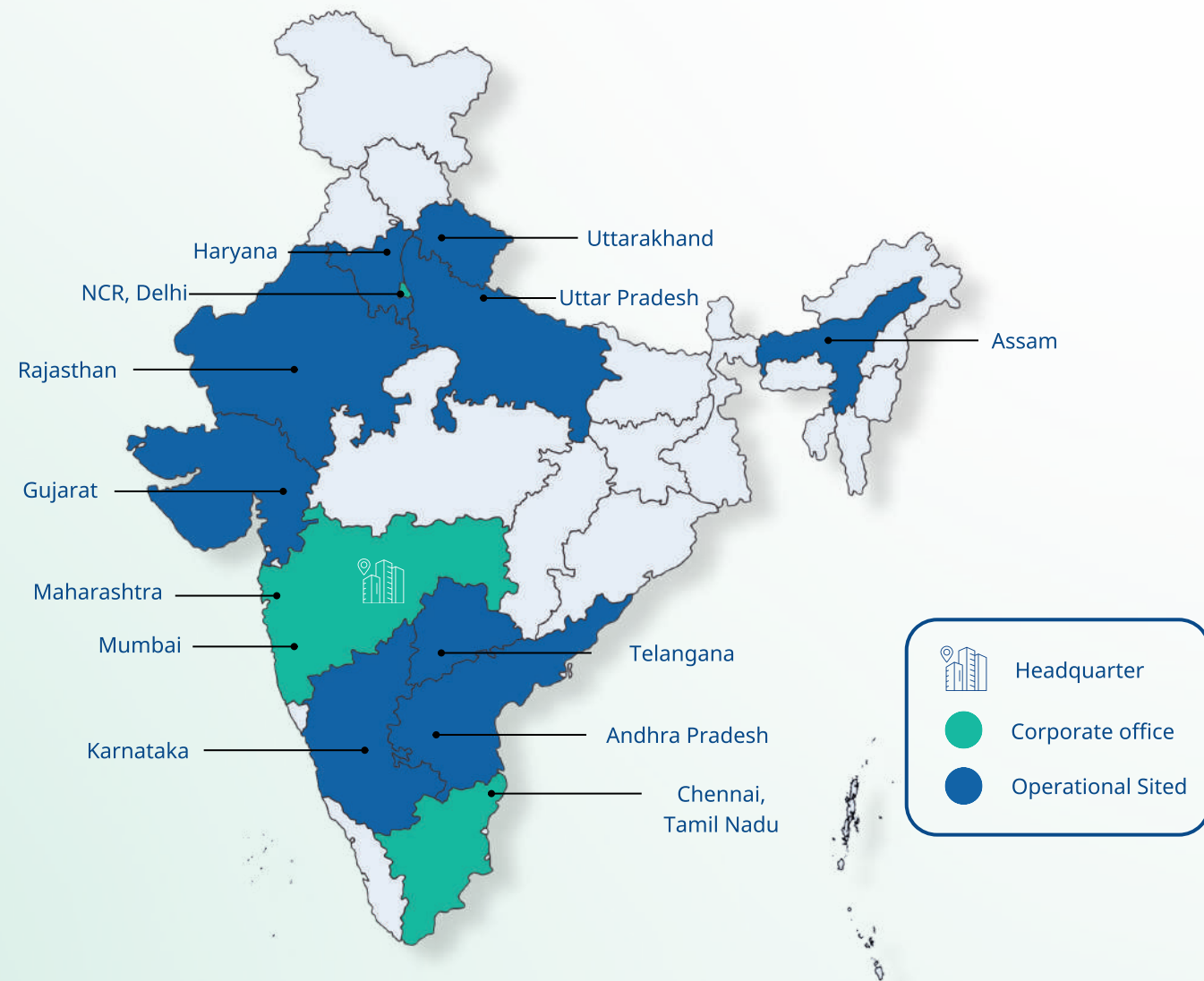
Net Zero Vision



Geographic Presence



Enabling a Cleaner, Smarter and More Resilient Energy Future



Portfolio Presence



1.1 GWp

Operational Portfolio



10+

Operational States



60+

Installation site
(Ground-mounted + Rooftop)

Hinduja Renewables has established a geographically diversified operational footprint across strategically important renewable energy markets in India, enabling enhanced resource optimisation, operational resilience, and proximity to key industrial and commercial demand centres.

Vision & Mission



Our Vision

To be among the top 10 clean energy transition companies in India



Our Mission

- Empowering our people through a culture of integrity, trust, ownership, collaboration and agility
- Providing customer centric solutions based on cutting edge technologies and innovation
- Ensuring best in class project and asset management driven by operational excellence
- Building future ready capabilities leveraging strategic partnerships

Integrated Business Model



Creating Sustainable Value Across the Renewable Energy Lifecycle



Hinduja Renewables follows an integrated business model that combines renewable infrastructure development, clean power generation, digital asset optimisation, and long-term operational management to create sustainable value across the energy lifecycle.

Renewable Energy Value Chain

Develop

Site identification, feasibility studies and project conceptualisation

Design

Technical Planning, Engineering design, and infrastructure optimisation

Finance

Capital allocation, strategic investments and partnership structuring

Execute

Project execution, procurement and commissioning

Operate

Renewable asset operations, maintenance and energy management

Optimise

Digital analytics, predictive monitoring and performance optimisation



Through this integrated model, the Company strengthens:

- Operational reliability
- Generation efficiency
- Lifecycle performance
- Climate resilience
- Stakeholder value creation
- Long-term infrastructure sustainability

Operational Excellence & Technology Integration

Driving Efficiency Through Innovation

Technology, operational intelligence, and data-driven decision-making remain central to Hinduja Renewables' long-term growth strategy.

The Company leverages advanced:

- Operational analytics,
- Digital monitoring platforms,
- Predictive asset management tools,
- Drone-based inspections, and smart performance optimisation systems

to improve infrastructure efficiency, reduce operational downtime, optimise asset performance, and maximise clean energy generation.

Hinduja Renewables has also implemented advanced infrastructure solutions, including single-axis tracker systems to enhance generation efficiency and improve operational productivity. As the renewable energy landscape increasingly evolves toward storage-backed and digitally connected energy ecosystems, the Company continues to evaluate and expand into next-generation technologies such as:

- Hybrid renewable infrastructure, Intelligent energy management systems, and digitally integrated energy optimisation platforms.
- Battery Energy Storage Systems (BESS),
- Pumped Storage Projects (PSP),

This innovation-led approach strengthens the Company's ability to build resilient, future-ready, and intelligent clean energy systems aligned with India's long-term decarbonization roadmap.

Growth Roadmap & Strategic Direction

Scaling Toward the Next Phase of Sustainable Growth

Hinduja Renewables continues to pursue a disciplined and future-oriented growth strategy focused on:

- Utility-scale renewable infrastructure,
- C&I and open-access energy solutions,
- Storage-integrated clean energy systems,
- Operational digitalisation,
- Climate-aligned infrastructure investments.

As the renewable sector transitions toward Round-the-Clock (RTC), storage-enabled, and digitally integrated energy ecosystems, the Company remains focused on strengthening its position across next-generation clean energy solutions.

The Company's long-term strategic ambitions include:

- 10 GW renewable energy capacity by 2030
- Net Zero emissions by FY2040

These commitments reflect Hinduja Renewables' broader vision of contributing meaningfully toward India's low-carbon transition while creating sustainable economic, environmental, and social value for stakeholders.

Our Journey So Far

Milestones in the Energy Transition Journey

2016

September: Incorporated Hinduja Renewables Energy Private Limited (HREPL).
November: Acquired Fonroche's 23 MWp solar portfolio.

2017

March: Commissioned the Company's first 5.5 MWp rooftop solar project.

2019

March: Commissioned a 3 MWp rooftop solar project at Pant Nagar, Uttarakhand.
Commissioned a 1 MWp rooftop solar project at Alwar, Rajasthan.

2022

March: Commissioned 16.45 MWp solar project, Mallat, Karnataka.
April: Secured first 180 MWp utility-scale solar project. November: Commissioned 20 MWp solar project, Parbhani, Maharashtra.

2021

January: Commissioned India's largest single-client 75 MWp solar project and PSPEL 55 MW ground-mounted solar project, Devakottai, Tamil Nadu.

2020

Expanded renewable energy project development pipeline and strengthened utility-scale project execution capabilities.

2023

Expanded utility-scale renewable energy portfolio and accelerated development of large-scale solar infrastructure across India.

2024

March: Commissioned 120 MWp Sabarmati Phase I, 240 MWp Sabarmati Phase II and 16.5 MWp Vaigal solar projects.
June: Entered the wind energy segment by securing a 150 MW Wind-Solar Hybrid Project. October: Commissioned 240 MWp Sabarmati Phase III at Patan, Gujarat. Achieved 1.2 GWp operational renewable energy portfolio and represented HREPL at national renewable energy leadership forums.

2040

Net Zero Vision: Achieve Net Zero emissions through low-carbon technologies, operational excellence and sustainable infrastructure development.

2030

Target: Achieve 10 GW renewable energy capacity through diversified solar, wind, hybrid and energy storage solutions.

2025

Advanced digital transformation through smart asset monitoring, operational analytics and AI-enabled performance optimization across renewable energy operations.



Message From The Chief Operating Officer's Desk



“ —
Operational excellence is the foundation of sustainable growth and clean energy leadership. |
— ”

Milan Kumar
Chief Operating Officer

Dear Stakeholders,

At Hinduja Renewables Energy Private Limited (HREPL), operational excellence remains the foundation of our growth journey. As we present our Sustainability Report for FY 2025-26, I am pleased to reflect on a year marked by strong project execution, enhanced operational performance, and continued progress in delivering clean energy solutions at scale.

The renewable energy sector is evolving rapidly, demanding not only ambitious targets but also flawless execution. During the year, our teams successfully commissioned approximately **553 MW** of additional renewable energy capacity, further strengthening our operational portfolio and expanding our contribution to India's clean energy transition. These achievements reflect the dedication, technical expertise, and collaborative efforts of our project and operations teams across multiple locations.

Our operational focus extends beyond capacity addition. We continuously strive to maximize generation efficiency, improve plant reliability, and maintain high standards of safety across our sites. During FY 2025-26, our operating assets generated over **1,101 GWh** of renewable electricity, contributing significantly to avoided emissions while supporting the growing energy needs of businesses and communities.

At HREPL, we believe that operational excellence is built upon disciplined execution, proactive risk management, and a culture of continuous improvement. From project planning and construction management to commissioning and operational handover, our teams work to ensure that every asset is developed and operated with efficiency, quality, and long-term performance in mind.

Safety remains a non-negotiable priority across all stages of our operations. We continue to strengthen our safety systems, reinforce workforce awareness, and promote a culture where every individual shares responsibility for maintaining a safe and healthy work environment.

As we look ahead, our focus remains on scaling operations responsibly, enhancing asset performance, strengthening execution capabilities, and supporting the company's long-term growth ambitions. Through operational discipline and relentless pursuit of excellence, we are building a resilient renewable energy platform capable of delivering sustainable value for stakeholders and contributing meaningfully to India's energy future.

I extend my sincere appreciation to our employees, contractors, partners, and stakeholders whose commitment and collaboration continue to drive our success.





Project Portfolio & Innovation

(GRI 2-6, GRI 302, GRI 305, GRI 416 | SASB IF-EU-000.A)

Powering India's Energy Transition Through Scalable Renewable Infrastructure

Hinduja Renewables Energy Private Limited (HREPL) is building a future-ready renewable energy platform designed to accelerate India's transition towards a cleaner, more resilient, and low-carbon economy. Guided by the belief that sustainable growth and energy security must progress hand in hand, the Company has established a diversified portfolio spanning utility-scale renewable energy projects, Commercial & Industrial (C&I) solutions, open-access projects, captive energy models, and emerging energy storage platforms.

Leveraging the legacy of the Hinduja Group and supported by deep sector expertise, HREPL continues to expand its renewable energy footprint across India through an integrated approach encompassing project development, engineering, procurement, construction, operations, and long-term asset management. Through this model, the Company delivers reliable clean energy solutions while creating lasting environmental, economic, and social value.

Diversified Renewable Energy Portfolio

HREPL has developed a balanced portfolio designed to meet the evolving requirements of utilities, industries, commercial establishments, and future energy markets.

Utility-Scale Renewable Energy

Development and operation of large-scale renewable energy projects supplying clean electricity to utilities and state distribution companies, supporting national renewable energy deployment targets.

Commercial & Industrial (C&I) Solutions

Customized renewable energy solutions enabling businesses to reduce carbon emissions, enhance energy security, and achieve long-term energy cost optimization.

Open Access Renewable Energy

Facilitating direct access to renewable power through long-term contractual arrangements that support sustainable industrial growth and decarbonization objectives.

Captive & Group Captive Solutions

Providing dedicated renewable energy capacity to industrial consumers seeking reliable, predictable, and sustainable power supply.

Emerging Energy Platforms

Advancing opportunities in energy storage systems, pumped storage projects, hybrid renewable configurations, and round-the-clock renewable energy solutions.

Mission 2030

“Scaling Renewable Capacity for the Next Decade”

As part of its long-term growth strategy, HREPL has established Mission 2030, a strategic roadmap aimed at achieving 10 GW of renewable energy capacity by 2030. The roadmap focuses on accelerating renewable energy deployment while strengthening energy reliability through storage-backed infrastructure, advanced technologies, and innovative business models.

Through a combination of utility-scale projects, C&I solutions, storage assets, and next-generation renewable platforms, the Company seeks to contribute meaningfully to India's clean energy ambitions while delivering sustainable value for stakeholders.

Energy Management & Operational Excellence (GRI 302)

Efficient generation and responsible energy management remain central to HREPL's operating philosophy. The Company continuously focuses on enhancing energy yield, maximizing asset availability, improving plant performance, and optimizing operational efficiency across its renewable energy portfolio.

An integrated asset management framework supports the monitoring and management of generation assets throughout their lifecycle. Through continuous performance assessment, preventive maintenance practices, and operational optimization initiatives, HREPL seeks to ensure reliable renewable energy generation while maximizing long-term asset value.

Key focus areas include:

- Plant performance optimization
- Energy yield enhancement
- Asset reliability improvement
- Predictive maintenance planning
- Grid integration management
- Lifecycle asset performance monitoring

Technology & Innovation (GRI 2-6 | SASB IF-EU-000.A)

Innovation is a key enabler of HREPL's growth and competitiveness. The Company actively leverages digital technologies, intelligent monitoring systems, and advanced engineering solutions to improve operational performance and create future-ready renewable energy infrastructure.

Digital Asset Intelligence

Advanced monitoring systems provide real-time visibility into plant performance, enabling faster decision-making and proactive operational management across renewable energy assets.

Artificial Intelligence & Analytics

The Company continues to evaluate and deploy analytics-driven solutions that support predictive maintenance, performance forecasting, operational optimization, and asset health management.

Drone-Based Asset Monitoring

Drone-assisted inspections improve operational efficiency by enabling rapid site assessments, thermal inspections, equipment monitoring, and preventive maintenance planning.

Advanced Solar Tracking Technologies

The deployment of advanced tracking systems enhances solar generation efficiency by optimizing energy capture throughout the day and improving overall plant performance.

Data-Driven Operations

Through digital dashboards, performance analytics, and integrated asset management platforms, HREPL is strengthening its ability to optimize generation, improve reliability, and enhance long-term operational efficiency.

Innovation in Action

Building the Next Generation Energy Ecosystem

As renewable energy systems evolve, HREPL is actively investing in future technologies that can enhance reliability, flexibility, and scalability.

Energy Storage Systems

The Company continues to evaluate opportunities in Battery Energy Storage Systems (BESS) and Integrated Energy Storage Systems (I-ESS) to support renewable energy integration and grid stability.

Pumped Storage Development

Recognizing the critical role of long-duration storage in the energy transition, HREPL is advancing a significant pumped storage pipeline designed to support round-the-clock renewable energy delivery.

Hybrid Renewable Solutions

The integration of renewable generation with storage technologies is expected to create more resilient and dispatchable clean energy systems capable of meeting evolving customer requirements.

Future Energy Platforms

HREPL continues to monitor developments in emerging clean energy technologies, including green hydrogen, digital energy platforms, smart grid integration, and next-generation renewable infrastructure.

Climate Impact Through Renewable Energy (GRI 305)

At its core, HREPL's business model is designed to support climate action by replacing carbon-intensive electricity generation with clean renewable energy. Every renewable energy project commissioned by the Company contributes to reducing greenhouse gas emissions while supporting India's broader decarbonization goals.

The environmental value created by HREPL extends beyond power generation and includes avoided emissions, enhanced energy security, and the acceleration of low-carbon economic development.

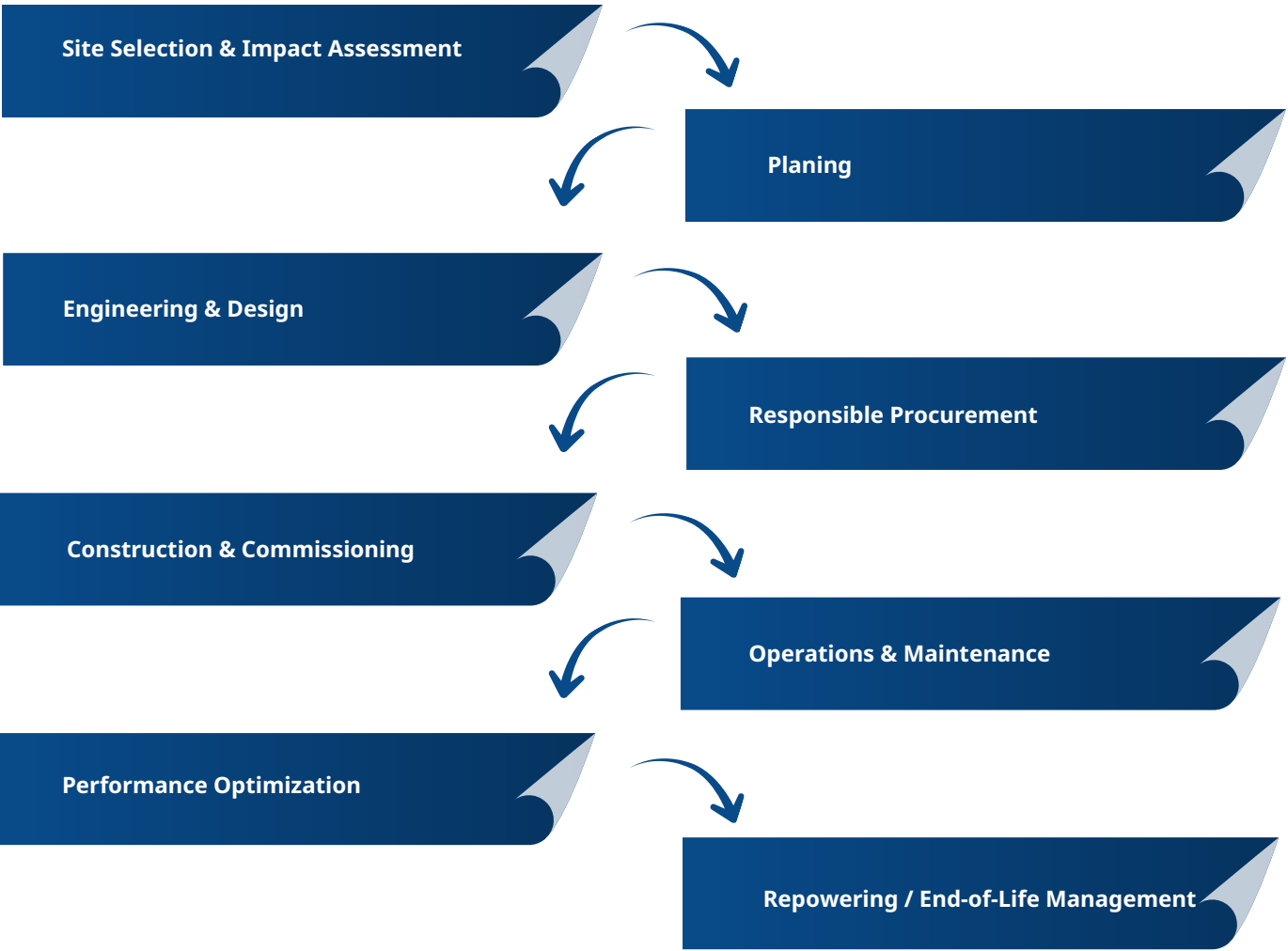
Climate Impact Indicators

Indicator	FY 2025–26
Clean Energy Generated	1.1 TWh
Cumulative Emissions Avoided	0.76 MMtCO ₂ e

Responsible Asset Stewardship (GRI 416)

HREPL adopts a lifecycle-based approach to managing renewable energy infrastructure, ensuring that sustainability, quality, safety, and operational performance are embedded throughout the asset lifecycle. The Company works closely with suppliers, contractors, technology partners, and project teams to ensure that renewable energy assets are developed, operated, and maintained in accordance with applicable quality, safety, and environmental standards.

Renewable Asset Lifecycle Management





Message From The CFO's Desk

(GRI 2-22)



“ The journey towards a sustainable energy future requires collaboration, innovation, and trust. ”

Shashikant Ranjan
Chief Financial Officer



Dear Stakeholders,

At Hinduja Renewables Energy Private Limited (HREPL), we believe that long-term financial success is built on responsible decision-making, disciplined capital allocation, and a clear understanding of emerging risks and opportunities. As we present our Sustainability Report for FY 2025–26, we reaffirm our commitment to integrating sustainability considerations into the financial foundations of our business.

The renewable energy sector continues to evolve rapidly, creating significant opportunities for growth while also introducing new dimensions of climate, regulatory, market, and technology-related risks. In this dynamic environment, our approach remains focused on balancing growth ambitions with financial prudence, ensuring that every investment supports both business resilience and long-term stakeholder value creation.

At HREPL, sustainability is increasingly embedded within our financial planning and investment evaluation processes. We recognize that environmental and social considerations are not separate from financial performance; rather, they influence project viability, operational resilience, investor confidence, and long-term competitiveness. This integrated perspective enables us to make informed decisions that support sustainable growth while maintaining financial discipline.

Throughout FY 2025–26, we continued to strengthen our governance and risk management frameworks to enhance transparency, accountability, and effective decision-making. Our focus remains on building a resilient portfolio capable of adapting to changing market conditions, evolving stakeholder expectations, and the accelerating global transition towards a low-carbon economy.

As we look ahead, we remain committed to supporting HREPL's long-term sustainability ambitions through responsible capital deployment, prudent risk management, and strategic investments in future-ready technologies and infrastructure. By aligning financial stewardship with sustainability objectives, we aim to create enduring value for investors, customers, partners, employees, and the communities we serve.

The journey towards a sustainable energy future requires collaboration, innovation, and trust. I extend my sincere appreciation to our investors, financial partners, customers, and employees for their continued confidence and support. Together, we are building a stronger, more resilient, and sustainable organization that is well-positioned to contribute meaningfully to India's clean energy transition.

Financial & Economic Performance

(GRI 201-1, 201-2, 201-4)

Creating Long-Term Economic Value Through the Energy Transition

Hinduja Renewables Energy Private Limited (HREPL) continues to strengthen its position as a leading renewable energy platform by creating sustainable economic value while accelerating India's clean energy transition. Through strategic investments in renewable energy infrastructure, advanced technologies, and future-ready energy solutions, the Company contributes to economic growth, energy security, employment generation, and climate action.

FY 2025-26 marked another year of disciplined growth and capital deployment as HREPL expanded its renewable energy portfolio, strengthened operational capabilities, and advanced opportunities across utility-scale renewable energy, Commercial & Industrial (C&I) solutions, and emerging storage platforms. The Company's growth strategy remains focused on delivering long-term stakeholder value while supporting India's ambition of building a resilient low-carbon economy.

Beyond financial performance, HREPL's economic contribution extends across multiple stakeholder groups, including employees, contractors, suppliers, investors, local communities, and government institutions. Through responsible business practices and sustainable investments, the Company continues to create shared value while building the foundations of future growth.

Direct Economic Value Generated & Distributed (GRI 201-1)

The Company generates economic value through renewable energy development, asset operations, and long-term infrastructure investments. This value is distributed across stakeholders through operating expenditures, employee remuneration, tax contributions, community investments, and payments to capital providers.

Investing in Future Growth

HREPL continues to invest in renewable energy generation, storage infrastructure, digital asset management systems, and future energy technologies to strengthen long-term competitiveness and support sustainable growth.

Key investment priorities include:

- Renewable energy capacity expansion
- Utility-scale solar development
- Commercial & Industrial (C&I) projects
- Pumped Storage Projects (PSP)
- Battery Energy Storage Systems (BESS)
- Digital monitoring and analytics platforms
- Grid integration and operational optimization

These investments support the Company's long-term ambition under Mission 2030, aimed at achieving 10 GW of renewable energy capacity by 2030.

Climate-Related Opportunities & Financial Resilience (GRI 201-2)

The global transition toward low-carbon energy systems presents significant growth opportunities for renewable energy developers. Rising demand for clean energy, supportive policy frameworks, decarbonization commitments from industries, and advancements in energy storage technologies continue to create favorable market conditions.

At the same time, HREPL actively evaluates climate-related risks and opportunities that may influence future business performance, including:

Opportunities

- Growing demand for renewable energy
- Expansion of open-access markets
- Energy storage deployment
- Green hydrogen opportunities
- Corporate decarbonization commitments
- Emerging carbon markets

Risks

- Extreme weather events
- Regulatory and policy changes
- Grid infrastructure constraints
- Technology disruptions
- Supply chain volatility

Through strategic planning, portfolio diversification, and disciplined capital allocation, HREPL seeks to strengthen long-term business resilience while creating sustainable value for stakeholders.





Stakeholder Engagement

(GRI 2-29, GRI 2-30)



Engaging Stakeholders to Create Shared Value

At Hinduja Renewables Energy Private Limited (HREPL), stakeholder engagement from the foundation of our sustainability strategy and decision-making process. As a rapidly growing renewable energy company, we recognize that our long-term success is intrinsically linked to the expectations, concerns, and aspirations of the stakeholders who influence and are impacted by our operations.

We engage with stakeholders through a structured, transparent, and inclusive approach designed to foster trust, strengthen relationships, and identify emerging environmental, social, and governance (ESG) priorities. These engagements provide valuable insights that help us align our business strategy with stakeholder expectations while enhancing our ability to create sustainable value.

During the reporting period, HREPL continued to engage with a diverse range of internal and external stakeholders through surveys, consultations, meetings, training sessions, feedback mechanisms, community interactions, and business reviews. Inputs received through these engagements were incorporated into our materiality assessment process and informed the prioritization of sustainability topics that are most relevant to our business and stakeholders.

Our stakeholder engagement process is guided by three key principles:

Inclusivity

Ensuring representation of all relevant stakeholder groups.

Responsiveness

Understanding and addressing stakeholder concerns in a timely manner.

Materiality-Driven Decision Making

Integrating stakeholder feedback into sustainability planning, risk management, and business strategy.

Stakeholder Engagement Process

A structured approach to understand, engage, & collaborate with our stakeholders to drive sustainable value creation.

Stakeholder Consultation & Engagement

Conduct interviews, surveys, consultations, meetings, & feedbacks sessions.

Materiality Evaluation

Assess significance from both stakeholder & business perspectives.



Stakeholder Identification & Prioritization

Identify stakeholder groups, that influence or are impacted by business operations.

Assessment of Stakeholder Expectations

Capture ESG concerns, opportunities & expectations.

Validation & Strategic Integration

Validate outcomes with leadership & integrate into sustainability strategy



OUTCOMES

Stakeholder Group	Key Concerns & Expectations	Engagement Channels	Frequency
Senior Leadership	Climate strategy, governance, emissions management, ESG integration	Independent consultations, strategic reviews, direct discussions	Periodic / Strategic
Employees	Occupational health & safety, career development, diversity & inclusion, employee wellbeing	Surveys, internal communications, training programs, town halls	Quarterly
Customers	Project quality, reliability, transparency, sustainability performance	Customer feedback mechanisms, business reviews, surveys	As required
Suppliers & Contractors	Responsible sourcing, ESG compliance, ethical procurement practices	Supplier assessments, onboarding programs, audits	Periodic
Communities	Local employment, environmental stewardship, community development	Community meetings, CSR initiatives, outreach programs	Ongoing
External Stakeholders	Regulatory compliance, environmental performance, supply chain responsibility	Consultations, surveys, formal disclosures	Periodic

Key Insights from Stakeholder Engagement



Materiality Assessment & Materiality Matrix

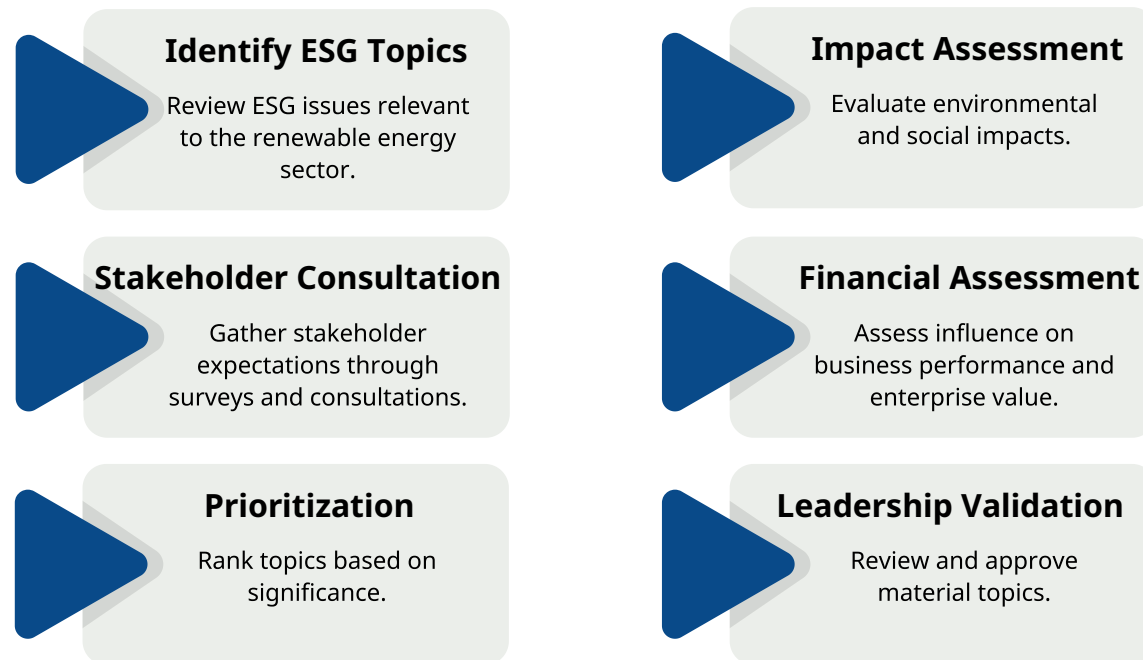
(GRI 3-1, GRI 3-2)

Materiality Assessment

HREPL adopts a Materiality approach to identify and prioritize sustainability topics that are significant from both an impact and financial perspective. Impact materiality considers the actual and potential impacts of our operations on the environment, society, and stakeholders. Financial materiality evaluates how ESG-related matters can influence the Company's business performance, financial condition, access to capital, operational resilience, and long-term value creation.

The assessment was conducted through stakeholder consultations, management discussions, industry benchmarking, sustainability frameworks, and evaluation of sector-specific risks and opportunities relevant to the renewable energy industry. The outcomes of this assessment provide the foundation for our sustainability strategy, ESG targets, risk management approach, and reporting disclosures. The identified material topics represent the areas where HREPL can create the greatest positive impact while proactively managing risks associated with its business operations and growth ambitions.

Materiality Assessment Methodology



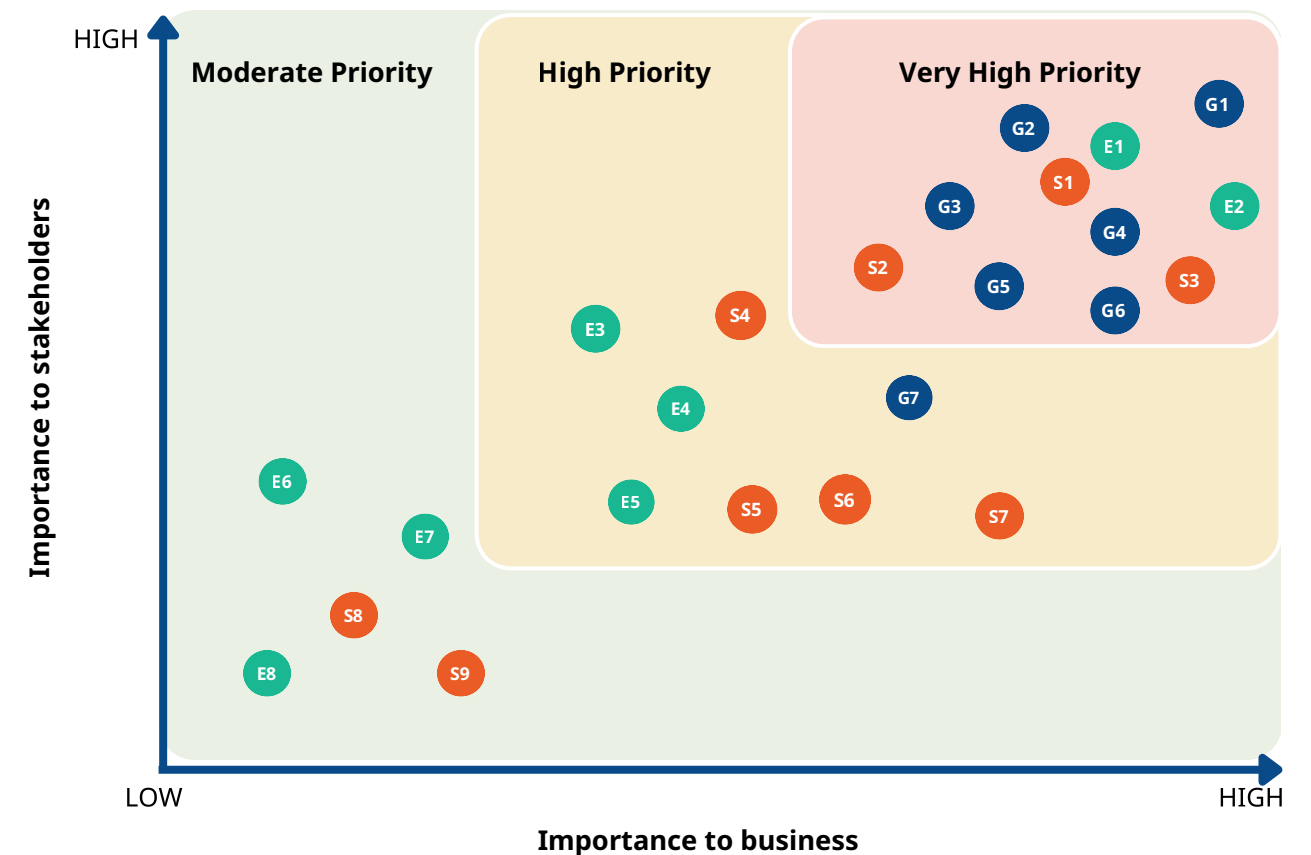
Materiality-Driven ESG Strategy

The outcomes of the materiality assessment directly inform HREPL's ESG strategy and sustainability roadmap. By focusing on the topics most relevant to stakeholders and business success, we are able to allocate resources effectively, strengthen risk management practices, drive innovation, and accelerate our contribution to India's clean energy transition. The identified material topics serve as the foundation for our environmental stewardship, social responsibility, and governance excellence initiatives, ensuring that sustainability remains embedded within our growth journey.

Material Topics Identified



Materiality Matrix





ESG Risk & Opportunity Matrix

Material Topic	Impact Materiality	Financial Materiality
Energy Management	Efficient energy generation contributes to decarbonization and energy security.	Improved operational efficiency and reduced lifecycle costs.
Climate Change	Renewable energy deployment helps avoid GHG emissions and supports climate action.	Growing market demand for clean energy and climate finance opportunities.
Land Management	Project development may impact land use and local ecosystems.	Delays in approvals and mitigation expenditures may affect project economics.
Waste Management	Improper disposal of project and end-of-life waste may impact the environment.	Compliance costs and waste handling expenditures.
Water Management	Efficient water use supports responsible resource management.	Reduced operational costs and improved ESG performance.
Occupational Health & Safety	Construction and maintenance activities involve safety risks.	Accidents may lead to financial liabilities and operational disruptions.
Diversity & Inclusion	Diverse workplaces foster innovation and employee engagement.	Enhanced productivity, talent retention, and employer reputation.

Risk / Opportunity	Management Approach	Key SDGs
Opportunity	Performance monitoring, digital asset management, energy optimization initiatives.	SDG 7, SDG 12, SDG 13   
Opportunity	Climate strategy integration, emissions monitoring, transition planning.	SDG 13 
Risk	Environmental impact assessments, stakeholder consultations, responsible site selection.	SDG 15 
Risk	Waste segregation, recycling initiatives, authorized waste management partnerships.	SDG 12 
Opportunity	Water conservation initiatives, monitoring and reuse practices.	SDG 6, SDG 12  
Risk	Safety training, PPE compliance, audits, emergency preparedness.	SDG 3, SDG 8  
Opportunity	Inclusive hiring, equal opportunity practices, awareness programs.	SDG 5, SDG 10  



Material Topic	Impact Materiality	Financial Materiality
Human Rights	Supply chain and project activities may pose human rights risks if unmanaged.	Reputational and compliance-related impacts.
Learning & Development	Workforce capability directly influences operational excellence.	Improved productivity and employee retention.
Customer Health & Safety	Reliable and safe renewable energy infrastructure is essential for customers.	Potential liability and reputational impacts from quality failures.
Responsible Supply Chain	Sustainable procurement strengthens supply chain resilience.	Reduced disruptions and improved supplier performance.
Employee Engagement	Engaged employees contribute to organizational performance.	Higher productivity and lower turnover costs.
Stakeholder Engagement	Strong relationships support social license to operate	Faster approvals and stronger partnerships.
Local Community Development	Community investment supports inclusive growth.	Enhanced trust, reputation, and project acceptance

Risk / Opportunity	Management Approach	Key SDGs
Risk	Supplier due diligence, ethical sourcing practices, policy enforcement.	SDG 8, SDG 16  
Opportunity	Technical, safety, and leadership development programs.	SDG 4, SDG 8  
Risk	Quality assurance, project inspections, engineering controls.	SDG 3, SDG 12  
Opportunity	ESG screening, supplier engagement, responsible sourcing practices.	SDG 8, SDG 12  
Opportunity	Feedback mechanisms, recognition programs, employee wellbeing initiatives.	SDG 8 
Opportunity	Structured stakeholder consultations and grievance mechanisms.	SDG 16, SDG 17  
Opportunity	CSR programs, local employment, community engagement initiatives	SDG 8, SDG 11  



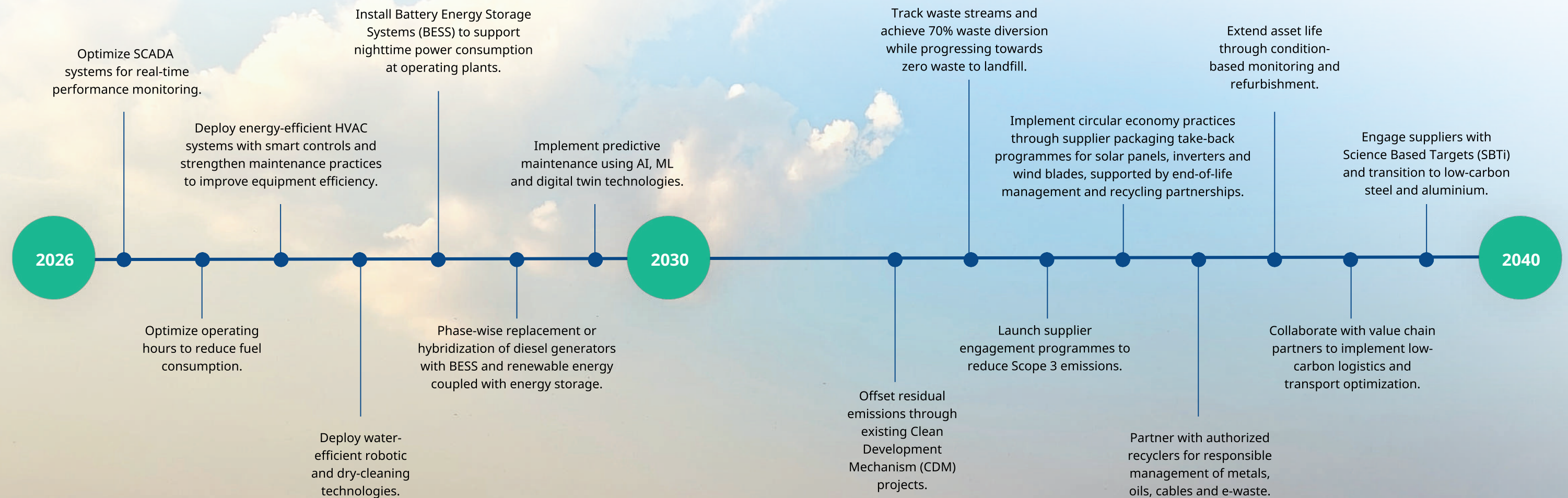
Material Topic	Impact Materiality	Financial Materiality
Business Ethics	Ethical conduct underpins stakeholder trust.	Regulatory penalties and reputational risks if breached.
Technology & Innovation	Innovation enhances efficiency and renewable energy performance.	New revenue streams and operational optimization.
Corporate Governance	Effective governance strengthens accountability and oversight.	Improved investor confidence and business resilience.
Statutory Compliance	Regulatory non-compliance may affect business continuity.	Penalties, litigation, and operational disruptions.
Risk Management	Effective risk identification improves resilience.	Protection of assets, investments, and long-term value.
Economic Performance	Financial strength enables sustainable growth.	Supports expansion, innovation, and capital investment.
Transparency & Accountability	Transparent reporting strengthens stakeholder confidence	Improved access to capital and investor trust.

Risk / Opportunity	Management Approach	Key SDGs
Risk	Code of Conduct, anti-corruption measures, compliance training.	SDG 16
Opportunity	Data analytics, digital monitoring, emerging technology adoption.	SDG 9
Opportunity	Board oversight, governance frameworks, policy management.	SDG 16
Risk	Compliance monitoring, internal audits, regulatory reviews	SDG 16
Opportunity	Enterprise risk management processes and controls.	SDG 9, SDG 13
Opportunity	Strategic planning, capital allocation, performance monitoring.	SDG 8
Opportunity	ESG disclosures, governance oversight, assurance processes.	SDG 16



ESG Strategy & Net Zero Roadmap

Hinduja Renewables' ESG Strategy is designed to accelerate India's clean energy transition while creating long-term value for stakeholders. As a renewable energy developer, sustainability is embedded within our growth strategy, investment decisions, project development practices, operational excellence, and stakeholder engagement approach. Our strategy is anchored around five interconnected pillars that support the Company's ambition to scale renewable energy capacity responsibly while enhancing climate resilience and operational performance.





Climate Change

Climate action remains central to our business model. By expanding renewable energy generation capacity and integrating low-carbon technologies, we contribute directly to reducing greenhouse gas emissions across the energy value chain. Climate considerations are incorporated into project planning, asset management, and future investment decisions to strengthen resilience against evolving climate-related risks and opportunities.

Emissions Management

Renewable energy projects play a critical role in decarbonizing India's energy mix. We continue to strengthen our emissions management approach through systematic monitoring of operational emissions, evaluation of Scope 1 and Scope 2 emissions, and progressive assessment of value-chain emissions. Our long-term ambition remains aligned with supporting a low-carbon economy and achieving Net Zero aspirations.

Energy Management

Energy efficiency and resource optimization are integrated into project operations. Through advanced monitoring systems, predictive maintenance practices, and digital asset management platforms, we continuously seek opportunities to improve plant performance, maximize renewable energy generation, and enhance operational efficiency across our portfolio.

Risk Management

Climate-related risks, regulatory developments, technological shifts, and market dynamics are regularly evaluated to support informed decision-making. Our risk management approach focuses on strengthening asset resilience, improving business continuity, and ensuring long-term value creation in a rapidly evolving energy landscape.

Technology & Innovation

Innovation is a key enabler of sustainable growth. We continue to leverage digital technologies, data analytics, automation tools, drone-based inspections, and advanced monitoring systems to improve operational efficiency and optimize asset performance. As the energy transition evolves, we continue to explore emerging opportunities in Battery Energy Storage Systems (BESS), hybrid renewable solutions, green hydrogen, and other future-ready technologies.



Corporate Governance & Ethics

At Hinduja Renewables Energy Private Limited (HREPL), strong governance is the foundation of sustainable growth, operational excellence, and long-term value creation. Guided by the values of the Hinduja Group, our governance framework promotes ethical conduct, transparency, regulatory compliance, effective risk management, and responsible decision-making across the organization.

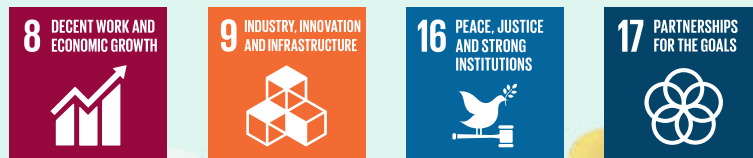
MATERIAL TOPICS

- Corporate Governance
- Risk Management
- Statutory Compliance
- Business Ethics
- Transparency & Accountability
- Technology & Innovation
- Economic Performance

STAKEHOLDERS

- Senior Leadership
- Employees
- Customers
- Suppliers & Contractors
- Communities
- External Stakeholders

SDG ALIGNMENT



Governance Framework & Board Composition

GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17

At Hinduja Renewables Energy Private Limited (HREPL), strong governance is fundamental to creating long-term value, maintaining stakeholder trust, and ensuring responsible business conduct. As we continue to expand our renewable energy footprint, our governance framework provides the foundation for strategic decision-making, risk oversight, financial discipline, regulatory compliance, and sustainable growth.

Guided by the values of the Hinduja Group, our governance approach is built upon accountability, transparency, ethical conduct, and responsible leadership. The Board of Directors provides strategic direction and oversight while ensuring that business decisions align with stakeholder expectations, climate commitments, regulatory requirements, and long-term business objectives.

Our governance framework enables effective supervision of financial performance, capital deployment, enterprise risks, project investments, sustainability priorities, and operational excellence. Through clearly defined responsibilities and structured oversight mechanisms, we strive to maintain the highest standards of integrity and corporate governance across all business activities.

Governance Philosophy

At HREPL, governance is not limited to compliance; it is an integral part of how we create value and strengthen business resilience. Our governance philosophy supports responsible growth by embedding sustainability considerations, risk-informed decision-making, and stakeholder accountability into strategic and operational processes.

Governance Pillars

Accountability

·Ensuring clear ownership of decisions, actions, and outcomes across the organization.

Transparency

Promoting open communication, responsible disclosures, and stakeholder confidence.

Ethical Conduct

·Upholding integrity, fairness, and responsible business practices.

Long-Term Value Creation

·Balancing growth opportunities with financial discipline and sustainable performance.

Sustainability Integration

·Embedding ESG considerations into planning, investments, and operational decision-making.

Stakeholder Trust

·Maintaining constructive engagement with investors, employees, customers, communities, and regulators.

Governance Structure

The Company's governance framework establishes a clear chain of accountability from shareholders to project-level operations, ensuring effective oversight and execution across all business functions.

Governance Hierarchy



The Board retains ultimate responsibility for strategic oversight, governance effectiveness, risk management, and long-term value creation, while the executive leadership team is responsible for implementing approved strategies and policies.

Board Composition & Leadership Expertise

The Board of Directors comprises experienced leaders with expertise spanning renewable energy, infrastructure development, finance, governance, risk management, business strategy, and investments. This diversity of perspectives supports informed decision-making and effective oversight of the Company's operations and growth ambitions.



Leadership Insights

Board Member	Position	Strategic Role in HREPL
Shom Hinduja	Chairman	Provides strategic direction, long-term growth vision, investment guidance, and governance leadership across HREPL's renewable energy portfolio.
Deepak Thakur	MD & CEO	Leads business operations, executes corporate strategy, drives organisational performance and sustainable growth.
Natarajan Chandrasekaran	Non-Executive Director	Provides oversight on governance, regulatory compliance, business risks, and strategic decision-making.
Ramesh Narayanswamy Subramanyam	Non-Executive Director	Supports project investments, infrastructure development, operational governance, and business growth initiatives.
Basant Kumar Jain*	Non-Executive Director	Contributes expertise in finance, investments, commercial strategy, and sustainable value creation.

* Basant Jain left the organisation on 7th November 2025.

Board Diversity Snapshot FY 2025-26

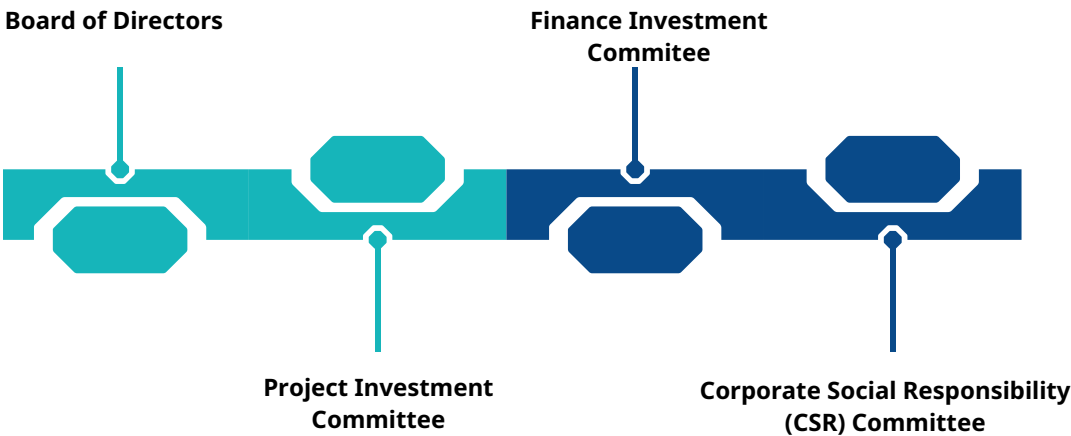
Indicator	FY 2025-26
Total Directors	4
Executive Directors	2
Non-Executive Directors	2

Board Engagement & Effectiveness

The Board meets regularly to review strategic priorities, business performance, investment opportunities, risk exposures, sustainability matters, and regulatory developments. During FY 2025-26, Board discussions included renewable energy expansion plans, climate-related developments, ESG priorities, operational performance, and long-term growth opportunities.

Governance Activity	Frequency
Board Meetings	Quarterly
Strategic Reviews	Periodic
Risk Reviews	Periodic
Sustainability Performance Reviews	Monthly with MD&CEO

Committee Governance Structure



Governance for Sustainable Value Creation

Governance at HREPL extends beyond regulatory compliance. It serves as a strategic enabler for responsible growth, operational excellence, effective risk management, and long-term stakeholder value creation. Through strong Board oversight, leadership accountability, and a commitment to ethical business conduct, HREPL continues to strengthen its governance framework while supporting India's transition towards a sustainable energy future.



ESG Governance & Sustainability Oversight

Embedding Sustainability into Decision-Making and Business Performance (GRI 2-12, 2-13, 2-14)

At Hinduja Renewables Energy Private Limited (HREPL), sustainability is integrated into business strategy, operational decision-making, risk management, and long-term value creation. Recognizing the growing importance of environmental, social, and governance (ESG) considerations, the Company has established a governance framework that enables effective oversight, accountability, and monitoring of sustainability performance across the organization.

ESG governance at HREPL is designed to ensure that sustainability priorities are aligned with business objectives, stakeholder expectations, climate commitments, and regulatory requirements. Through structured governance mechanisms, periodic reviews, and leadership accountability, sustainability considerations are embedded across project development, engineering, project execution, operations and maintenance, asset management, procurement, risk management, health and safety, people practices, community initiatives, and corporate functions.

The governance framework enables HREPL to monitor emerging sustainability risks and opportunities, evaluate ESG performance, track progress against commitments, and support the Company's long-term ambition of creating sustainable value while contributing to India's clean energy transition.

ESG Governance Framework

Sustainability governance at HREPL is driven through a structured oversight model that ensures accountability from the Board level to project-site implementation.

The governance structure facilitates effective communication, monitoring, and escalation of ESG-related matters across all levels of the organization while ensuring alignment with strategic priorities.

ESG Committee Oversight

The ESG Committee serves as the primary governance body responsible for overseeing sustainability strategy, ESG performance, and climate-related priorities.

The Committee is led by the Managing Director & CEO along with designated members from relevant functions and provides oversight across environmental, social, and governance matters.

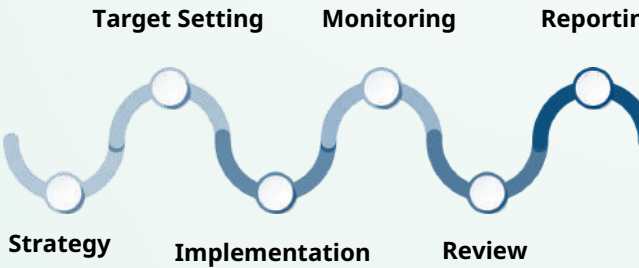
Key Responsibilities

- Review sustainability strategy and objectives
- Monitor ESG performance and key indicators
- Track progress against sustainability commitments
- Evaluate ESG risks and opportunities
- Guide climate-related initiatives and decarbonization efforts
- Review sustainability disclosures and reporting

During FY 2025–26, sustainability and climate-related topics were formally reviewed by the Board **twice during the year**, while the ESG Committee conducted regular reviews of ESG performance and strategic priorities.

Sustainability Governance Process

To ensure systematic implementation of sustainability commitments, HREPL follows a structured governance and performance management process.



This cyclical approach enables continuous evaluation of ESG performance and supports ongoing improvement in sustainability outcomes.

ESG Roles & Responsibilities

The successful implementation of sustainability initiatives requires collaboration across governance levels and business functions.

Governance Layer	Responsibility
Board of Directors	Strategic oversight of sustainability priorities, climate commitments, and long-term ESG direction
ESG Committee	Review of ESG performance, risks, opportunities, targets, and reporting
Managing Director & CEO	Overall accountability for ESG implementation and sustainability integration
Functional Heads	Integration of ESG priorities into departmental objectives, operations, and decision-making
ESG Champions & Functional Teams	Data collection, implementation support, monitoring, and awareness building
Project Sites & Operations	Execution of sustainability initiatives and performance management at site level

ESG Performance Monitoring & Review

HREPL has established a structured review mechanism to ensure accountability and continuous improvement in sustainability performance.

ESG Review Mechanism

Governance Activity	Frequency
Board Meetings	Quarterly
Strategic Reviews	Periodic
Risk Reviews	Periodic
ESG Discussions	Twice a year
Sustainability Performance Reviews	Monthly with MD&CEO

The review process evaluates progress against ESG objectives, emerging sustainability risks, compliance requirements, stakeholder expectations, and improvement opportunities.



ESG Data Governance & Reporting

Reliable and transparent sustainability reporting depends on effective data management systems and strong governance processes.

During FY 2025–26, HREPL continued to strengthen ESG data management through the use of the **Updapt ESG Management Platform**, which enables systematic collection, verification, monitoring, and reporting of sustainability information.

Data inputs are provided by multiple functions, including:

- Project Development
- Operations & Maintenance
- Supply Chain Management
- Human Resources
- Q-OHSE
- ESMS and other business functions

Data accuracy is verified through designated approvers before being incorporated into sustainability reporting and management reviews.

This structured approach enhances data reliability, transparency, and accountability while supporting informed decision-making and ESG performance management.

Climate Governance

As a renewable energy company, climate-related opportunities and risks are central to HREPL's business strategy and long-term growth plans.

Climate governance is integrated into the Company's sustainability oversight framework through Board-level discussions, ESG Committee reviews, risk management processes, and executive leadership accountability.

Climate Risk Oversight

Monitoring physical and transition risks associated with climate change, including evolving regulations, extreme weather events, technology shifts, and market developments.

Decarbonization Roadmap

Reviewing progress against climate commitments, carbon reduction initiatives, and long-term decarbonization objectives.

Renewable Energy Growth

Supporting strategic expansion of renewable energy assets while strengthening operational resilience and resource efficiency.

Climate Opportunities

Identifying opportunities related to clean energy development, digital innovation, energy storage, operational efficiency, and sustainable infrastructure investments.

Climate-related matters are regularly reviewed through governance mechanisms to ensure alignment with the Company's sustainability ambitions and long-term business strategy.

Strengthening Accountability for Sustainable Growth

HREPL's ESG governance framework reflects the Company's commitment to embedding sustainability into strategic planning, operational execution, and performance management. Through leadership accountability, structured oversight mechanisms, robust data governance, and continuous stakeholder engagement, the Company continues to strengthen its ability to manage ESG impacts, capitalize on emerging opportunities, and contribute meaningfully to a more sustainable energy future.

Business Ethics, Anti-Corruption & Compliance

Conducting Business with Integrity

At Hinduja Renewables Energy Private Limited (HREPL), integrity forms the foundation of our business philosophy and guides every decision, relationship, and transaction across our operations. As we expand our renewable energy footprint across India, we remain committed to conducting business ethically, transparently, and in full compliance with applicable laws, regulations, and internal governance standards.

Our ethical framework is anchored in the values of the Hinduja Group and reinforced through robust policies, governance mechanisms, employee accountability, and leadership oversight. We believe that responsible business conduct not only safeguards stakeholder trust but also strengthens long-term value creation, operational excellence, and sustainable growth.

Through a strong culture of compliance, anti-corruption controls, and ethical leadership, we strive to ensure that every employee, contractor, supplier, and business partner upholds the highest standards of integrity.

Ethical Business Conduct

HREPL promotes a culture where ethical behaviour is embedded into daily operations and decision-making processes. Our governance framework encourages employees and business partners to act responsibly, comply with applicable laws, avoid conflicts of interest, and uphold fairness and transparency in all interactions.

Ethical Principles



These principles guide our interactions with employees, customers, investors, regulators, suppliers, contractors, and communities.

Code of Conduct

HREPL's Code of Conduct establishes clear expectations for ethical behaviour and responsible business practices across all levels of the organization. The Code serves as a guiding framework for employees, leadership teams, and directors, ensuring consistency in decision-making and conduct.

Applicability

Stakeholder Group	Key Expectations
Employees	Ethical behaviour, regulatory compliance, respect in the workplace, protection of company assets and information
Leadership Team	Ethical leadership, accountability, transparency, compliance oversight, responsible decision-making
Board of Directors	Governance oversight, fiduciary responsibility, conflict management, stakeholder protection and long-term value creation

Key Areas Covered

Business Ethics & Integrity

Upholding ethical conduct, transparency, accountability, and responsible decision-making across all business activities.

Conflicts of Interest

Identifying, disclosing, and appropriately managing actual, potential, and perceived conflicts of interest.

Anti-Bribery & Anti-Corruption

Maintaining zero tolerance for bribery, facilitation payments, kickbacks, and any form of corrupt practices.

Data Privacy & Confidentiality

Safeguarding confidential information, personal data, and business-sensitive information through appropriate controls.

Fair Competition

Conducting business in accordance with applicable competition laws and principles of fair market conduct.

Respectful Workplace

Fostering an inclusive, respectful, and discrimination-free workplace that values equal opportunity and professional conduct.

Anti-Corruption Framework

HREPL maintains a zero-tolerance approach toward bribery, corruption, fraud, and unethical business practices. Preventive controls, governance oversight, and employee accountability mechanisms support the effective implementation of our anti-corruption framework.

Anti-Corruption Control Framework

Area	Key Controls
Bribery & Corruption	Zero-tolerance policy, management oversight, compliance requirements
Gifts & Hospitality	Defined approval processes, disclosure requirements, monitoring mechanisms
Conflicts of Interest	Mandatory declaration and review process for employees and leadership
Third-Party Engagements	Due diligence procedures for contractors, suppliers, and service providers
Procurement Activities	Transparent bidding, segregation of duties, approval controls, documentation requirements
Financial Transactions	Authorization controls, internal reviews, audit processes and financial oversight
Contract Management	Standardized contractual requirements and compliance obligations

Anti-Corruption Governance Approach



Whistleblower Policy & Ethics Reporting

HREPL encourages employees, contractors, and other stakeholders to report concerns related to unethical conduct, fraud, corruption, misconduct, or policy violations through established reporting channels. Our Whistleblower Mechanism provides a secure platform for raising concerns while ensuring confidentiality, impartial investigation, and protection against retaliation.

The mechanism supports multiple reporting channels and a structured review process to enable timely investigation, corrective action, and resolution of reported concerns, reinforcing our commitment to transparency, accountability, and ethical business conduct.



Matters Covered Under the Mechanism

The Whistleblower Mechanism may be used to report concerns related to fraud, bribery and corruption, conflicts of interest, regulatory violations, misuse of company assets, unethical business practices, workplace misconduct, harassment or discrimination, and data privacy or confidentiality breaches.

Ethics Awareness & Compliance Culture

HREPL recognizes that policies alone do not create an ethical organization. A strong culture of integrity is built through continuous awareness, leadership engagement, and employee participation.

Accordingly, ethics and compliance expectations are communicated through employee onboarding programs, periodic awareness initiatives, leadership messaging, policy communication, and internal governance processes.

Ethics Culture Building Initiatives

Focus Area	Objective
Employee Awareness	Strengthen understanding of ethical responsibilities and company expectations
Leadership Communication	Reinforce tone-from-the-top and ethical decision-making
Policy Awareness	Improve understanding of key governance and compliance policies
Compliance Education	Promote regulatory awareness and responsible conduct
Conflict of Interest Awareness	Encourage disclosure and transparent decision-making
Workplace Respect Programs	Foster inclusion, dignity, and professional behaviour
Data Protection Awareness	Promote responsible handling of confidential information

Ethics at the Heart of Sustainable Growth

As HREPL continues to support India's energy transition, maintaining the highest standards of ethics, integrity, and compliance remains fundamental to our success. Through strong governance, responsible leadership, anti-corruption controls, and a culture of accountability, we strive to build enduring stakeholder trust and create sustainable value for all those connected to our business.

Ethics Reporting Process



Regulatory Compliance & Policy Framework

Operating in a highly regulated sector, Hinduja Renewables Energy Private Limited (HREPL) recognizes that regulatory compliance is fundamental to maintaining stakeholder trust, safeguarding business continuity, and supporting sustainable growth. As the Company continues to expand its renewable energy portfolio across solar, wind, hybrid, and pumped storage projects, compliance with applicable laws, regulations, permits, and industry standards remains a core business priority.

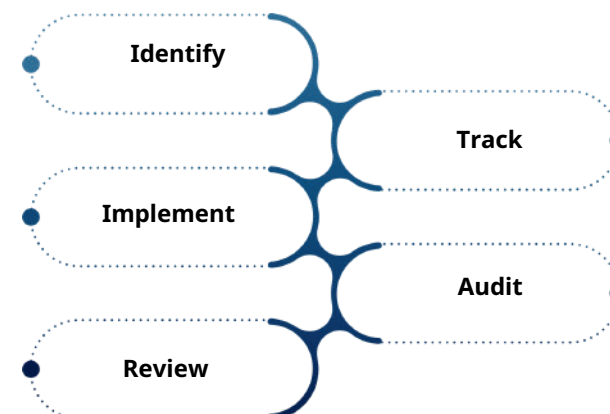
Our compliance framework is designed to ensure that regulatory requirements are systematically identified, monitored, implemented, and reviewed across all business functions. Through strong governance mechanisms, policy-driven management systems, internal controls, and periodic audits, we seek to maintain compliance while strengthening operational excellence and responsible business practices.

Beyond legal compliance, HREPL's policy framework supports consistent decision-making, risk mitigation, sustainability integration, and accountability across the organization.

Compliance Management System

HREPL follows a systematic compliance management process that enables the organization to proactively manage regulatory obligations, monitor compliance performance, and address emerging requirements.

Compliance Management Lifecycle



Compliance Lifecycle Explained

Identify

Regulatory obligations, statutory requirements, licenses, permits, contractual commitments, and emerging legal developments are identified through structured monitoring processes.

Track

Applicable requirements are monitored and communicated to relevant business functions to ensure timely implementation and compliance.

Implement

Business functions integrate compliance requirements into operational procedures, management systems, and day-to-day activities.

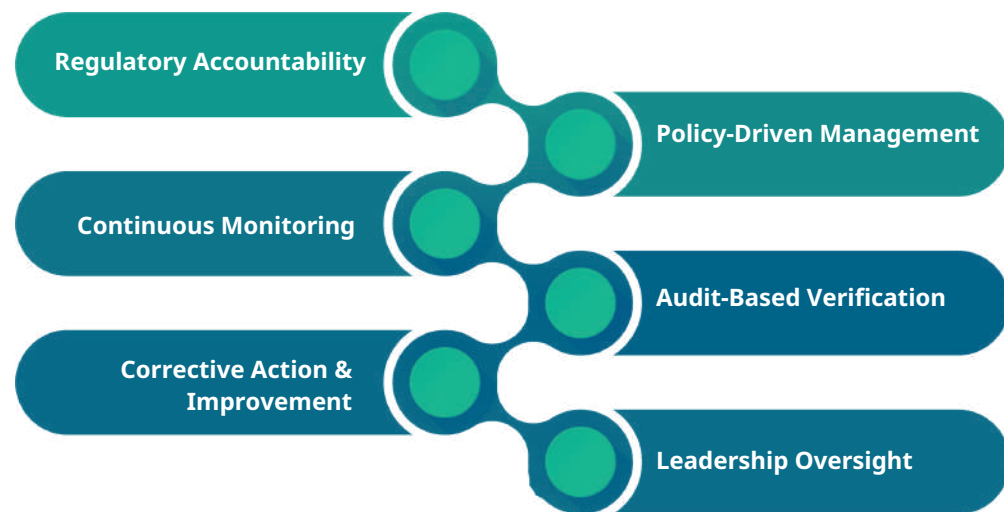
Audit

Compliance performance is periodically assessed through internal reviews, inspections, and independent audits.

Review

Management evaluates audit findings, compliance performance, emerging risks, and improvement opportunities to strengthen the effectiveness of the compliance framework.

Compliance Governance Principles



Policy Framework

HREPL's governance framework is supported by a suite of policies and management systems that provide direction on regulatory compliance, sustainability, ethics, risk management, workplace practices, and stakeholder responsibilities.

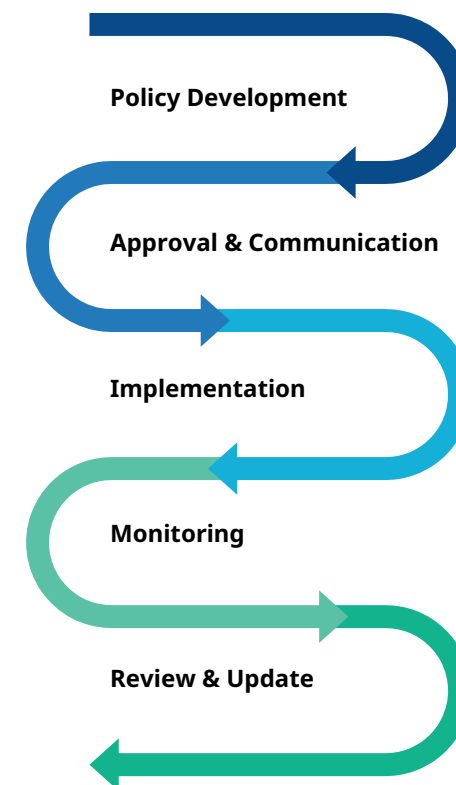
Key Corporate Policies

Policy	Purpose
Sustainability Policy	Guides environmental, social, and governance commitments and performance management
Risk Management Policy	Supports identification, assessment, mitigation, and monitoring of business risks
Procurement Policy	Promotes transparent, fair, and responsible procurement practices
Occupational Health & Safety (OHS) Policy	Protects employee and contractor health, safety, and wellbeing
Code of Conduct	Establishes ethical standards and behavioural expectations
Whistleblower Policy	Provides mechanisms for confidential reporting of concerns
Human Rights Policy	Supports fair treatment, inclusion, and respect for human rights
Data Privacy & Information Security Policy	Protects confidential information and promotes responsible data management

Policy Implementation Framework

To ensure that policies remain effective and relevant, HREPL integrates policy requirements into operational procedures, employee awareness initiatives, governance reviews, and management systems.

Policy Management Process



Compliance Monitoring & Assurance

Compliance effectiveness depends not only on policies and procedures but also on continuous monitoring and independent verification. HREPL employs a combination of internal reviews, audits, inspections, management oversight, and corrective action mechanisms to strengthen compliance performance across operations.

Internal Compliance Monitoring

Internal reviews are conducted to assess compliance with legal requirements, permits, company policies, operational controls, and management system requirements.

Areas reviewed may include:

- Environmental compliance
- Health and safety requirements
- Operational controls
- Regulatory obligations
- Contractor compliance
- Governance and policy implementation

External Audits & Certifications

Independent audits and certification assessments provide additional assurance regarding the effectiveness of management systems and compliance processes.

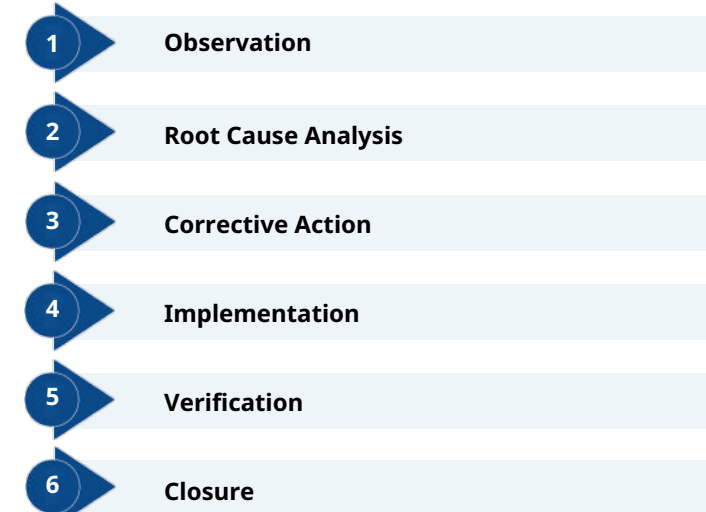
These reviews support:

- Continuous improvement
- Management system effectiveness
- Regulatory compliance verification
- Operational excellence
- Stakeholder confidence

Corrective & Preventive Action Process

Where non-conformities, observations, or improvement opportunities are identified, corrective and preventive actions are implemented through a structured process.

Compliance Improvement Process



This approach supports continuous improvement and strengthens the overall effectiveness of compliance management systems.

Leadership Review & Oversight

Senior leadership periodically reviews compliance performance, audit findings, regulatory developments, corrective action status, and emerging compliance risks.

Leadership reviews support:



Enabling Sustainable Growth Through Compliance Excellence

At HREPL, regulatory compliance is more than a legal obligation; it is a critical component of responsible business conduct and sustainable value creation. Through strong governance, robust policies, systematic monitoring, and leadership accountability, we continue to strengthen our compliance framework while supporting safe, reliable, and sustainable renewable energy operations.

Data Privacy, Digital Governance & Information Security

GRI 418

Digital technologies have become an integral enabler of HREPL's renewable energy operations, supporting the monitoring, management and optimization of geographically distributed solar, wind and hybrid assets. Through centralized digital platforms such as the Renewable Operations Control Centre (ROCC), SCADA systems and advanced analytics, the Company continuously monitors plant performance, asset availability and operational parameters to support timely decision-making and reliable power generation.

Digital governance at HREPL extends beyond information management to encompass secure data handling, operational visibility and technology-enabled asset management. By integrating digital monitoring with operational processes, the Company strengthens asset reliability, enhances performance optimization and supports informed business decisions while maintaining the integrity and confidentiality of operational information.

Information Security & Data Privacy Performance

Indicator	FY 2025-26
Customer Privacy Complaints	0
Data Privacy Incidents	0
Data Privacy Grievances	0

Digital Governance

HREPL utilizes digital infrastructure and centralized monitoring systems to enhance visibility, operational efficiency, and performance management across its renewable energy portfolio.

Digital technologies support the monitoring of operational parameters, asset performance, generation efficiency, and system reliability, enabling timely interventions and data-driven decision-making.



Digital Infrastructure Ecosystem

Remote Operations Control Centre (ROCC)

The Remote Operations Control Centre (ROCC) serves as a centralized platform for monitoring renewable energy assets across operational locations. The centre enables real-time visibility into plant performance, operational parameters, generation data, alarms, and asset health, supporting proactive operational management.

SCADA Systems

Supervisory Control and Data Acquisition (SCADA) systems provide real-time monitoring and control capabilities, enabling efficient oversight of plant operations and supporting improved performance management across renewable energy assets.

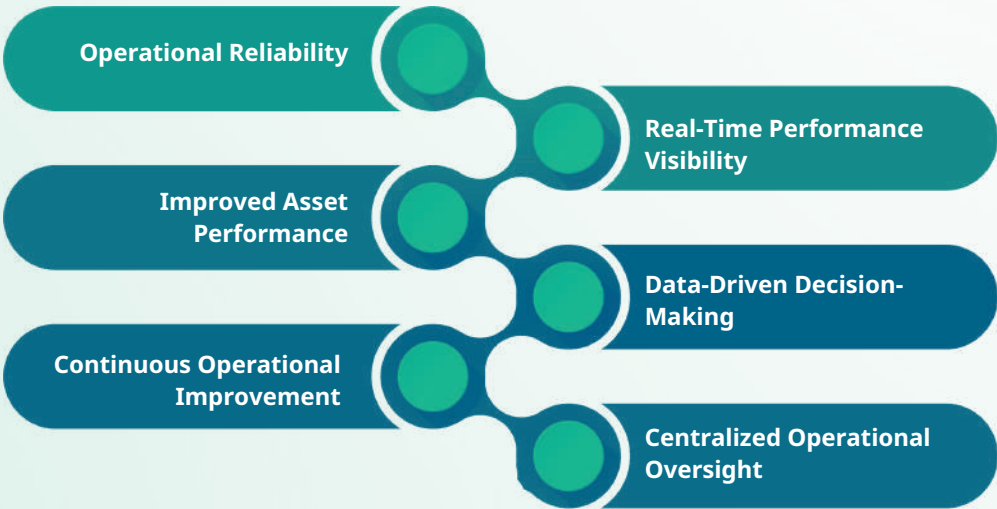
Digital Monitoring & Analytics

Digital monitoring tools support performance tracking, operational analysis, and asset optimization by providing actionable insights that enable informed operational decisions and continuous improvement.

Connected Operational Infrastructure

Integrated monitoring systems facilitate coordination between operational teams, asset managers, and centralized monitoring functions, enhancing responsiveness and operational effectiveness.

Digital Governance Objectives



Information Security

Protecting Operational and Business Information

As digital systems become increasingly integrated into business operations, HREPL recognizes the importance of protecting operational data, business information, and organizational records.

Information security considerations are integrated into information management practices to support secure access, responsible use of information, and protection of critical business and operational data.

Information Security Focus Areas

Area	Focus
Access Management	Controlled access to systems and information based on business requirements
Information Integrity	Maintaining the accuracy and reliability of operational and business information
Data Availability	Supporting access to information required for operational decision-making
Operational Information Protection	Safeguarding plant performance, operational, and monitoring data
Business Information Management	Protection of confidential business records and organizational information
System Monitoring	Ongoing monitoring of operational systems and digital platforms

Information Management Principles



Confidentiality

Ensuring sensitive information is accessible only to authorized personnel.



Integrity

Maintaining the accuracy, reliability, and completeness of information.



Availability

Supporting timely access to information required for business and operational activities.



Data Privacy

Protecting Stakeholder Information

HREPL is committed to the responsible handling and protection of information entrusted to the organization by employees, suppliers, customers, business partners, and other stakeholders.

Appropriate information management practices support the secure collection, storage, processing, and use of information while maintaining confidentiality and compliance with applicable requirements.

Categories of Information Managed

Information Category	Examples
Employee Information	Employment records and personnel information
Vendor Information	Supplier and contractor records
Customer Information	Contractual and business-related information
Business Information	Operational, commercial, and strategic information
Regulatory Information	Compliance-related records and statutory documentation

Data Privacy Commitments

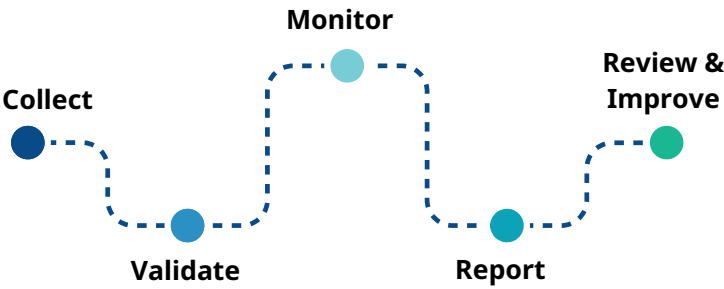
- Responsible collection and use of information
- Protection of confidential business information
- Controlled access to sensitive records
- Responsible information management practices
- Maintenance of information integrity and confidentiality
- Compliance with applicable regulatory requirements

Responsible Information Management

Reliable information is essential for effective governance, operational excellence, regulatory compliance, and sustainability reporting. HREPL therefore emphasizes responsible information management practices that support data accuracy, transparency, accountability, and informed decision-making.

Information generated through operational systems, monitoring platforms, and business processes supports performance management, reporting, and continuous improvement initiatives across the organization.

Information Management Process



Supporting Better Decision-Making

Through centralized monitoring systems, digital analytics, and structured information management practices, HREPL continues to strengthen operational visibility, enhance asset performance monitoring, and support efficient management of its renewable energy portfolio.



Environmental Stewardship

At Hinduja Renewables Energy Private Limited (HREPL), environmental stewardship is embedded into our business model and forms the foundation of our contribution towards India's clean energy transition. As a renewable energy developer and operator, we seek to generate long-term environmental value by expanding renewable energy capacity, improving operational efficiency, strengthening climate resilience, and managing natural resources responsibly across our portfolio.

MATERIAL TOPICS

- Energy Management
- Climate Change
- Land Management
- Waste Management
- Water Management
- Product Stewardship
- Emissions Management
- Biodiversity

STAKEHOLDERS

- Senior Leadership
- Employees
- Customers
- Suppliers & Contractors
- Communities
- External Stakeholders

SDG ALIGNMENT





Message From The Head of ESG & Asset Management

“
Driving renewable energy performance through intelligent asset management.
”

Kishore Kumar

Head of ESG & Asset Management

Dear Stakeholders,

As the renewable energy sector continues to expand, ensuring long-term asset performance remains as critical as developing new capacity. At Hinduja Renewables Energy Private Limited (HREPL), our approach is centered on maximizing asset value, reliability, and efficiency across the entire operational lifecycle.

During FY 2025-26, we strengthened our asset management framework through the integration of advanced digital technologies, centralized monitoring systems, and data-led decision-making. Our Renewable Operations Command Centre (ROCC) provides real-time visibility across the portfolio, enabling enhanced operational control, improved responsiveness, and consistent performance optimization.

Digitalization remains a key enabler of operational excellence. Through SCADA-based monitoring, AI-driven analytics, predictive maintenance, and performance benchmarking, we proactively identify risks, enhance equipment reliability, and optimize generation. These initiatives contribute to reduced downtime, improved energy yield, and sustained asset performance.

Aligned with our environmental commitments, we continue to advance the reduction of Scope 1 and

Scope 2 emissions by driving energy efficiency and optimizing internal consumption. Strengthened energy management practices and the use of renewable power for our office buildings are supporting a measurable reduction in our operational carbon footprint.

We are also leveraging innovative solutions such as drone-based inspections and robotic cleaning systems to enhance safety, improve resource efficiency, and ensure consistent performance across assets, while minimizing environmental impact.

Our focus extends beyond operational efficiency to asset longevity, higher availability, and resilience against climatic and operational risks. By combining engineering capabilities with advanced analytics, we are building a proactive and resilient asset management ecosystem.

As we move forward, we remain committed to strengthening ESG integration through responsible operations, digital innovation, and continuous improvement, ensuring long-term value creation for stakeholders while contributing to India's clean energy transition.

We thank our operations teams, technology partners, and stakeholders for their continued commitment to performance excellence and sustainability.



Climate Strategy, Net Zero Commitment & Decarbonization Pathway

Climate change continues to reshape the global energy landscape, requiring accelerated action to reduce greenhouse gas emissions, strengthen climate resilience, and support sustainable economic growth. As a renewable energy company, Hinduja Renewables Energy Private Limited (HREPL) is uniquely positioned to contribute to India's transition towards a cleaner, more resilient, and low-carbon future.

Through the development and operation of solar, wind, hybrid, and emerging renewable energy solutions, we contribute directly to decarbonizing the power sector while supporting national renewable energy ambitions. Sustainability considerations are integrated into project development, operational management, investment planning, and long-term business strategy to create enduring environmental and economic value.

Building upon our ESG Strategy & Net Zero Roadmap, we continue to strengthen our climate action agenda through renewable energy expansion, operational decarbonization initiatives, resource efficiency improvements, and responsible value chain engagement.

Climate Vision

Enabling a Sustainable Energy Future

At HREPL, climate action is embedded within our business model. Every renewable energy asset developed and operated by the Company contributes to reducing reliance on conventional energy sources and supporting the transition towards a low-carbon economy.

Our climate vision is guided by three strategic priorities:



Climate Governance

Climate-related considerations are incorporated into HREPL's governance and management framework through clearly defined oversight and accountability mechanisms.

Climate Governance Structure



The Board and senior leadership periodically review climate-related priorities, sustainability objectives, environmental commitments, and long-term strategic initiatives. Implementation of climate actions is supported through collaboration between project development, operations, asset management, sustainability, and functional teams across the organization.

This governance structure ensures that climate considerations remain integrated into decision-making processes and aligned with HREPL's long-term business strategy.

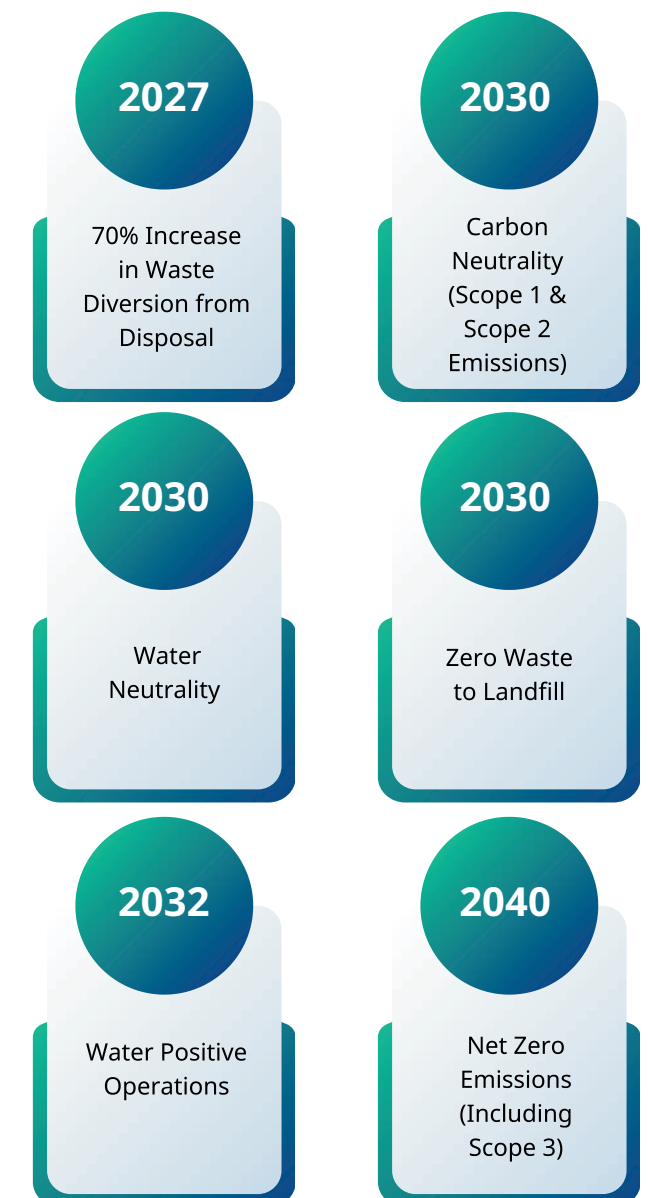
Net Zero Commitment

A Long-Term Commitment to Decarbonization

HREPL has established long-term environmental commitments that support its decarbonization pathway and reinforce its approach to responsible business growth. These commitments focus on reducing greenhouse gas emissions across construction and operations activities, improving resource efficiency, promoting circular resource management, and enhancing environmental performance throughout the renewable energy value chain.

Our roadmap is anchored around achieving Carbon Neutrality across Scope 1 and Scope 2 emissions by 2030 and Net Zero emissions across the value chain by 2040, supported by complementary commitments on water stewardship, waste management, and circular economy practices.

Climate Commitments



Climate Commitments

HREPL's most significant climate contribution lies in enabling clean energy generation that replace fossil fuel-based electricity and supports large-scale emissions avoidance. The Company's renewable energy portfolio continues to generate measurable environmental benefits while contributing to India's broader clean energy transition.

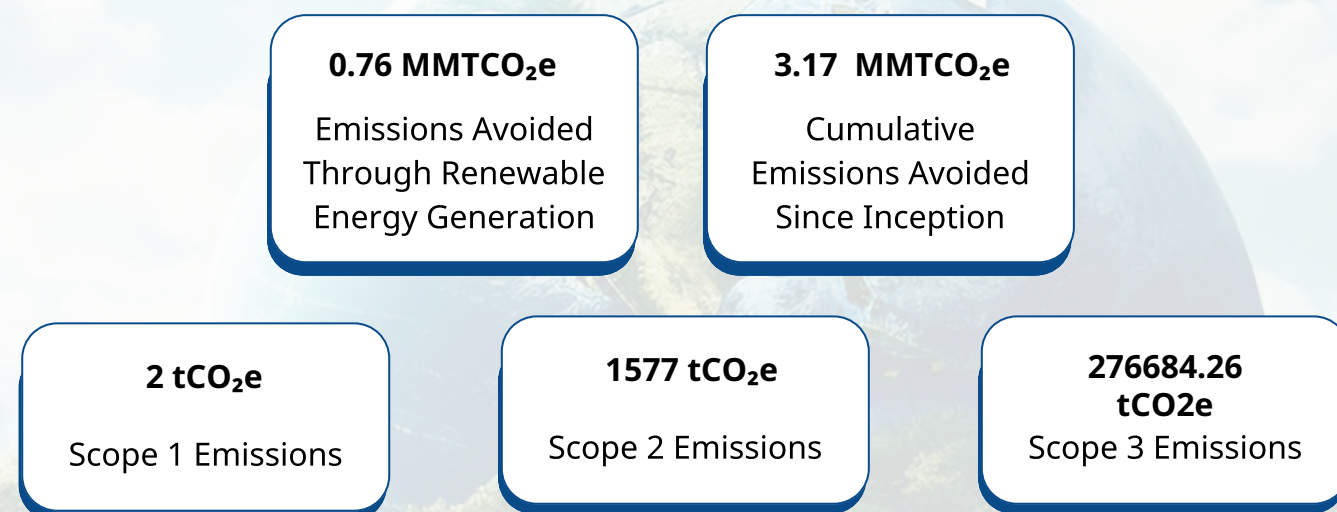




Climate Impact Indicator

HREPL has established long-term environmental commitments that support its decarbonization pathway and reinforce its approach to responsible business growth. These commitments focus on reducing greenhouse gas emissions across operations and construction activities, improving resource efficiency, promoting circular resource management, and enhancing environmental performance throughout the renewable energy value chain.

The Company's renewable energy portfolio continues to generate measurable environmental benefits while contributing to India's broader clean energy transition.



The detailed disclosure of greenhouse gas emissions, emission intensity metrics, avoided emissions, and carbon performance is presented in the following chapter, GHG Emissions, Emission Intensity & Air Emissions Disclosure.

GHG Emission, Emission Intensity & Air Emissions Disclosure

(GRI 305)

Measuring and Managing Greenhouse Gas Emissions Across Renewable Energy Operations

As an integrated renewable energy developer, owner, and operator, Hinduja Renewables Energy Private Limited (HREPL) adopts a comprehensive approach to greenhouse gas (GHG) management by measuring emissions across project development, construction, operations, maintenance, corporate offices, and selected value chain activities. While renewable energy generation delivers significant avoided emissions by replacing conventional grid electricity, the Company also recognizes the importance of quantifying emissions associated with its own operations, purchased electricity, construction activities, and upstream value chain to support informed decision-making, regulatory compliance, and long-term decarbonization.

HREPL's emissions management approach focuses on systematically quantifying greenhouse gas emissions arising from operational activities, construction and project execution, purchased electricity consumption, and material value chain interactions. This enables the Company to better understand its carbon footprint, identify emission reduction opportunities, strengthen operational efficiency, and support its long-term Net Zero roadmap as the renewable energy portfolio continues to expand across solar, wind, hybrid, and emerging clean energy technologies.

This chapter presents HREPL's greenhouse gas inventory, emission intensity performance, and air emissions disclosure. Climate governance, long-term decarbonization commitments, Net Zero targets, and climate resilience strategy have been discussed separately under the Climate Strategy & Net Zero Commitment chapter.

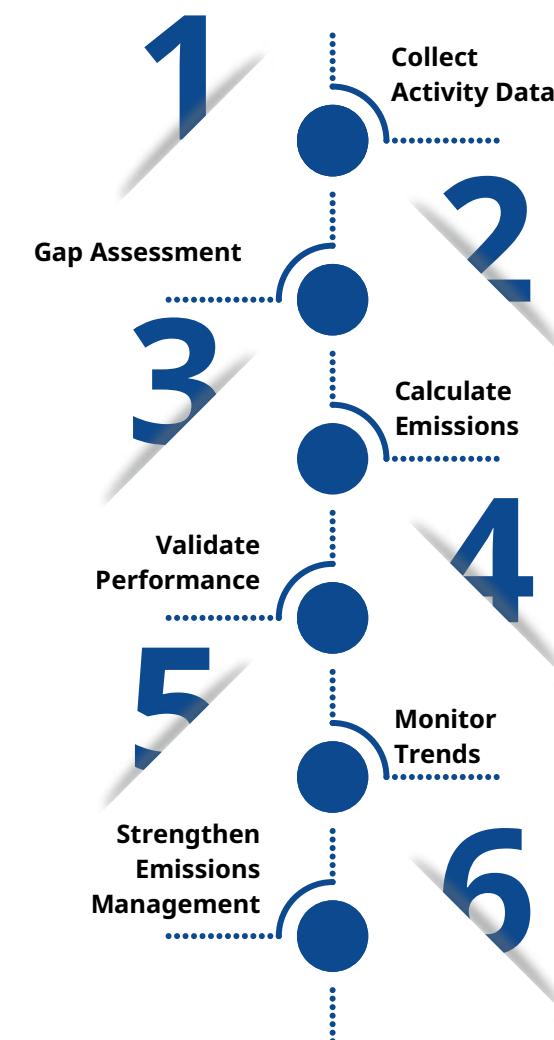
Emissions Management Approach

Building a Robust Emissions Inventory

HREPL follows a structured greenhouse gas accounting approach that enables consistent monitoring of emissions across project development, construction activities, operations, maintenance, corporate offices, and selected value chain activities.

Emissions are categorized into Scope 1, Scope 2, and Scope 3 in accordance with internationally recognized GHG accounting principles to improve transparency, support regulatory reporting, and identify opportunities for emission reduction across the renewable energy value chain.

Emissions Management Framework



This framework enables HREPL to improve emissions visibility while supporting long-term operational planning.

Scope 1 Emissions

Direct Operational Emissions

Scope 1 emissions represent direct greenhouse gas (GHG) emissions generated from sources that are owned or controlled by Hinduja Renewables Energy Private Limited (HREPL).

Given HREPL's business model as an integrated renewable energy developer, owner, and operator, direct operational emissions remain inherently limited, as the Company focuses on developing, constructing, operating, and maintaining renewable energy assets rather than undertaking manufacturing or industrial production activities.

HREPL's Scope 1 emissions were limited and primarily associated with fuel consumed by grass-cutting equipment used during routine operations and maintenance activities at renewable energy project sites. Given the Company's business model as a renewable energy developer, owner, and operator, direct operational emissions remain comparatively low, reflecting the absence of manufacturing processes and limited combustion-based activities. Greenhouse gas emissions were quantified in accordance with the GHG Protocol using DEFRA emission factors.

Scope 1 Performance

Indicator	FY 2024-25	FY 2025-26
Scope 1 Emissions (tCO ₂ e)	38.44	2

Scope 2 Emissions

Indirect Emissions from Purchased Electricity

Scope 2 emissions represent indirect greenhouse gas (GHG) emissions associated with the consumption of purchased electricity across HREPL's operations.

As an integrated renewable energy developer, owner, and operator, HREPL does not undertake manufacturing or energy-intensive industrial activities.

Consequently, indirect emissions primarily arise from electricity consumed at corporate offices and company-operated project locations that support operational oversight, asset management, and project execution activities across the renewable energy portfolio.

As HREPL continues to expand its operations, the Company remains focused on strengthening energy management practices and enhancing the accuracy, transparency, and consistency of greenhouse gas reporting.

Scope 2 Performance

Indicator	FY 2024-25	FY 2025-26
Total Scope 2 Emissions (tCO ₂ e)	339.84	1577
Head Office Operations (tCO ₂ e)	114	162
Company-Operated Project Sites (tCO ₂ e)	225.84	1415

Scope 3 Emissions

Understanding Value Chain Emissions

As HREPL continues to expand its renewable energy portfolio, understanding emissions generated across the value chain becomes increasingly important. Scope 3 emissions provide visibility into indirect emissions that occur outside the Company's direct operational control but are associated with business activities.

Potential categories assessed include:

- Purchased goods and services
- Capital goods
- Employee commuting
- Business travel
- Waste generated in projects and operational phase
- Upstream transportation activities
- Supply Chain Activities
- EPC Contractor Activities
- Fuel and Energy related activities

Scope 3 Performance

Indicator	FY 2025-26
Scope 3 Emissions (tCO ₂ e)	276684.26

Emission Intensity

Emission intensity indicators provide an additional perspective on HREPL's greenhouse gas performance by relating operational emissions to workforce size. While absolute and intensity-based emissions may fluctuate as the Company expands its renewable energy portfolio, these metrics support year-on-year performance assessment and help identify opportunities to improve carbon efficiency across operations.

The emission intensity increased compared to the previous year, primarily reflecting the expansion of operational activities, increased electricity consumption across company-operated project sites, and the growing scale of renewable energy assets under development and management. HREPL continues to strengthen energy management practices, enhance operational efficiency, and leverage digital monitoring systems to optimize energy consumption and support long-term decarbonization objectives as the business continues to grow.

Emission Intensity Dashboard

Indicator	FY 2024-25	FY 2025-26
Emission Intensity (tCO ₂ e/employee)	2.76	4.89





Air Emissions



Managing Air Quality Impacts

Air pollutant emissions associated with HREPL's operations remain near negligible due to the Company's non-manufacturing business model and its primary focus on renewable energy generation. Localized air emissions may arise during project construction and commissioning activities, as well as from limited operational support functions, maintenance equipment, and vehicle movements at project locations.

To minimize potential air quality impacts, HREPL implements preventive equipment maintenance, dust suppression measures during construction activities wherever applicable, efficient fuel management practices, and operational controls that reduce unnecessary equipment idling. These measures support compliance with applicable environmental requirements while maintaining minimal air emissions across both construction and operational phases of renewable energy projects.

Strengthening Transparency Through Emissions Disclosure

A transparent greenhouse gas inventory enables HREPL to strengthen climate governance, improve the accuracy of environmental performance measurement, and support effective decision-making across the renewable energy value chain. Systematic emissions monitoring enhances regulatory reporting, facilitates identification of emission reduction opportunities, supports climate-related risk assessments, and provides reliable data for investors, lenders, ESG rating agencies, and other stakeholders.

As HREPL continues to expand its renewable energy portfolio, robust emissions disclosure will remain fundamental to tracking decarbonization progress, evaluating operational performance, strengthening stakeholder confidence, and supporting the Company's long-term Net Zero ambitions.



Climate Scenario Analysis & Resilience

(GRI 201-2, GRI 302, GRI 305)

Building Climate Resilience Across Renewable Energy Infrastructure

infrastructure. As HREPL develops, owns, and operates renewable energy assets across diverse geographies, changing climatic conditions have the potential to influence asset performance, operational continuity, and long-term infrastructure reliability.

Climate resilience is an increasingly important consideration for renewable energy infrastructure as changing climatic conditions have the potential to influence asset availability, operational reliability, project economics, and long-term infrastructure performance. Given HREPL's geographically diversified portfolio of solar, wind, and hybrid renewable energy assets, climate-related considerations are integrated into project planning, engineering design, construction, operations, and asset management to strengthen infrastructure resilience across the asset lifecycle.

HREPL adopts a risk-informed approach that considers both physical climate risks and transition-related risks while evaluating project viability, operational continuity, and long-term investment decisions. This enables the Company to enhance adaptive capacity, improve operational preparedness, and support reliable renewable energy generation under evolving climate scenarios.

Climate Considerations Across Operations

HREPL periodically evaluates climate-related considerations that may influence various stages of its renewable energy operations. These considerations are integrated into broader business planning activities to support informed decision-making and strengthen operational resilience.

The assessment focuses on three key dimensions:

- Physical climate considerations
- Transition-related considerations
- Emerging business opportunities

This approach enables the Company to better understand external factors that may influence future operations while supporting adaptive and resilient business practices.

Physical Climate Considerations

Given the geographically distributed nature of renewable energy infrastructure, changing climatic conditions may influence operational performance at project locations.

Key Physical Climate Considerations

Climate Factor	Operational Consideration
Flooding	Accessibility and continuity of project operations
Heat Stress	Equipment performance and maintenance requirements
Weather Variability	Potential influence on renewable energy generation patterns

By continuously monitoring operational conditions across project locations, HREPL seeks to strengthen infrastructure resilience and maintain long-term asset reliability.

Transition Considerations

The renewable energy sector continues to evolve in response to changing regulations, technological advancements, and stakeholder expectations. As part of its long-term planning process, HREPL considers transition-related developments that may influence future business operations.

Key Transition Considerations

Area	Relevance to HREPL
Regulatory Evolution	Changing sustainability disclosure and reporting requirements
Market Expectations	Increasing demand for low-carbon energy solutions

Monitoring these developments supports informed decision-making and helps the Company remain responsive to an evolving business environment.

Emerging Opportunities

The global energy transition continues to create new opportunities for renewable energy businesses. As India's clean energy ecosystem expands, HREPL is positioned to support the growing demand for sustainable energy infrastructure.

Opportunity Areas

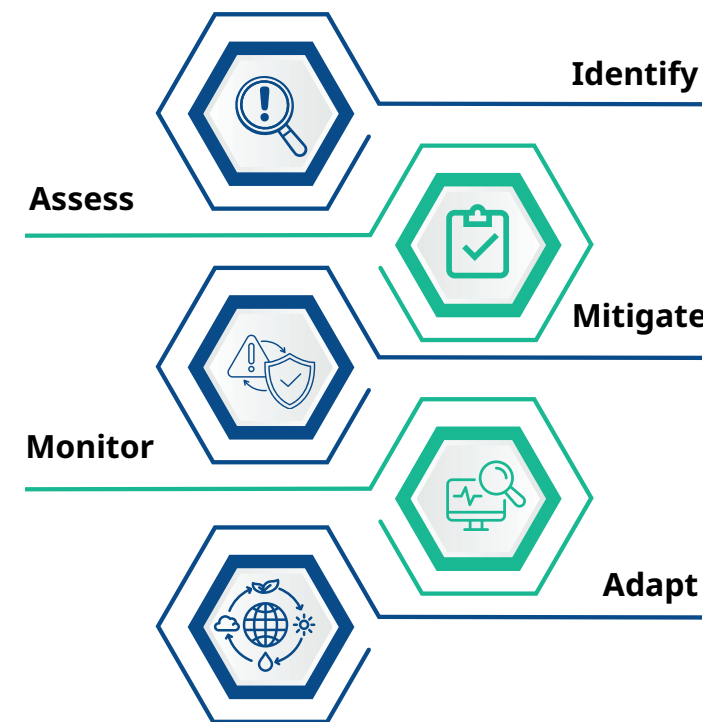
Opportunity Area	Strategic Relevance
Sustainable Finance	Expanding access to green financing opportunities
Energy Storage Solutions	Supporting future energy reliability
Renewable Energy Demand	Contributing to India's clean energy transition

These opportunities support HREPL's long-term growth ambitions while reinforcing its contribution towards sustainable infrastructure development.

Our roadmap is anchored around achieving Carbon Neutrality across Scope 1 and Scope 2 emissions by 2030 and Net Zero emissions across the value chain by 2040, supported by complementary commitments on water stewardship, waste management, and circular economy practices.

Climate Resilience Framework

To strengthen adaptive capacity across its operations, HREPL follows a structured approach to climate resilience.



This framework supports the systematic identification of climate-related considerations, implementation of mitigation measures, and continuous improvement of resilience practices over time.

Energy Generation Efficiency & Renewable Impact Metrics

(GRI 302, GRI 201)

Delivering Reliable Renewable Energy at Scale

At Hinduja Renewables Energy Private Limited (HREPL), operational excellence is central to delivering reliable, efficient, and sustainable renewable energy infrastructure. As the Company continues to expand its renewable energy portfolio across solar, wind, hybrid, maximizing energy generation performance remains a strategic priority.

The effectiveness of renewable energy infrastructure extends beyond installed capacity. It is equally dependent on asset reliability, operational efficiency, digital monitoring capabilities, and proactive performance management throughout the asset lifecycle.

HREPL therefore integrates advanced monitoring systems, centralized operational oversight, and technology-enabled interventions to optimize plant performance, strengthen energy output, and improve overall operational efficiency.

These efforts enable the Company to maximize the environmental benefits delivered through renewable energy generation while contributing to India's long-term energy transition objectives.

Generation Performance

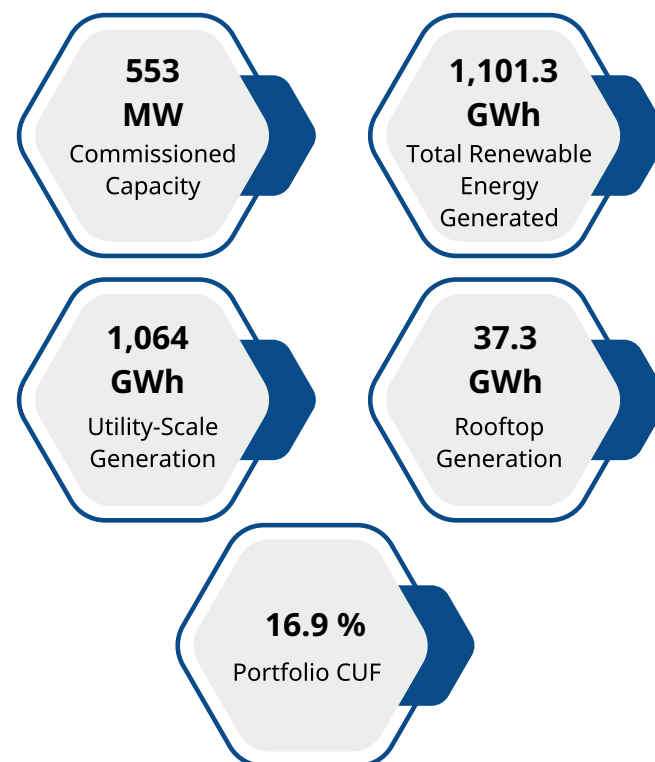
Delivering Clean Electricity Across Diverse Renewable Energy Assets

During FY 2025-26, HREPL generated 1,101.3 GWh of renewable electricity across its operational portfolio, supported by 553 MW of commissioned renewable energy capacity.

Utility-scale projects continued to contribute the majority of generation output, while rooftop installations expanded HREPL's ability to support decentralized clean energy deployment.

The portfolio achieved an overall Capacity Utilization Factor (CUF) of 16.9%, reflecting efficient operational management and optimized asset performance across project locations

Generation Performance Dashboard



Operational Excellence

Maintaining high-performing renewable energy assets requires continuous monitoring and proactive operational management. HREPL therefore adopts a data-driven approach that focuses on improving plant availability, strengthening asset reliability, and optimizing operational efficiency across its portfolio.

Operational teams continuously monitor plant performance indicators to identify opportunities for improvement and ensure consistent energy generation.

The Company's operational excellence approach focuses on

- Maximizing plant availability
- Strengthening asset reliability
- Improving generation efficiency
- Optimizing operational performance
- Enhancing long-term asset productivity

Digital Asset Management

Digital technologies have become a key enabler of operational excellence across HREPL's renewable energy portfolio. During FY 2025-26, the Company strengthened its digital capabilities through centralized monitoring platforms and data-driven analytics. These technologies improve visibility into asset performance and enable faster operational interventions that support improved energy generation outcomes.

Digital Performance Ecosystem

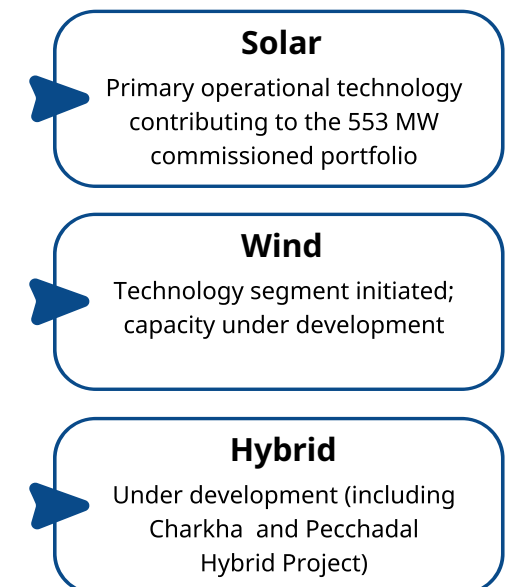
- 1 Remote Operations Control Centre (ROCC)
- 2 SCADA-Based Monitoring
- 3 AI-Powered Data Analytics
- 4 Drone-Based Inspections
- 5 Performance Optimization

During FY 2025-26, HREPL enhanced operational performance through drone-based monitoring, AI-powered analytics integrated with the Renewable Operations Control Centre (ROCC), and robotic panel cleaning systems. These digital interventions improved asset monitoring, optimized maintenance activities, and increased plant efficiency, contributing to an approximately 1.5% improvement in renewable energy generation during the reporting year.

Capacity Growth

HREPL continues to diversify its renewable energy portfolio to support India's evolving energy requirements. The Company's growth strategy spans multiple technologies that strengthen grid stability, improve energy security, and enhance long-term resilience.

Renewable Energy Portfolio



By diversifying its technology portfolio, HREPL is positioning itself to support a more resilient and flexible energy system.

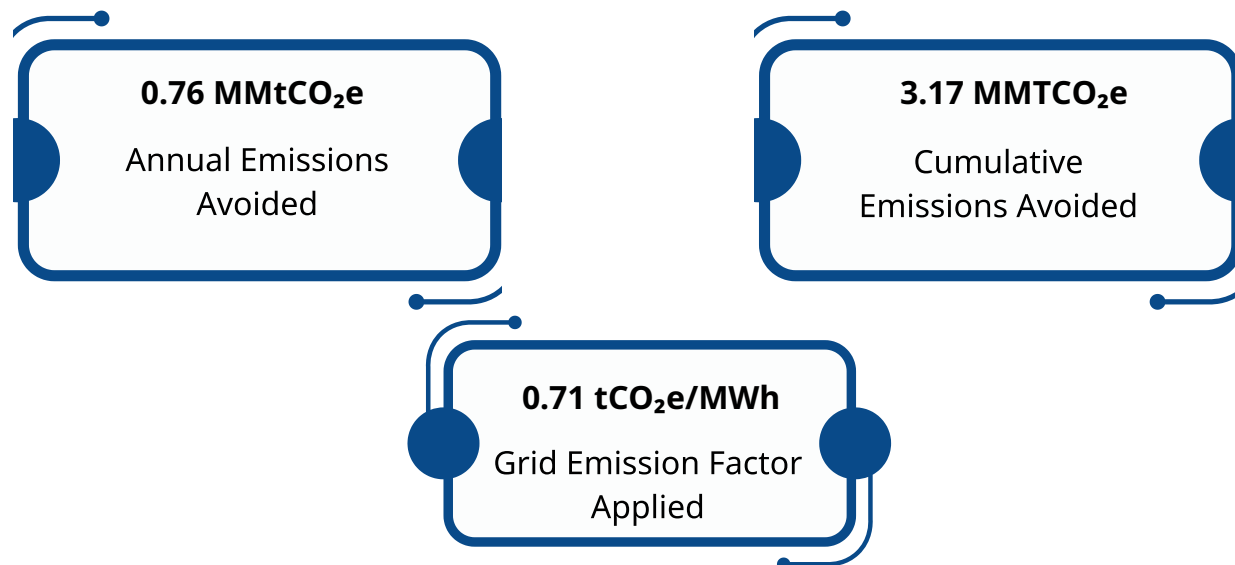
Renewable Impact Metrics

Beyond electricity generation, HREPL's renewable energy assets deliver significant environmental benefits by reducing reliance on conventional fossil fuel-based electricity generation and supporting the decarbonization of India's power sector.

During FY 2025-26, HREPL continued to strengthen its contribution towards the energy transition by enabling substantial greenhouse gas emission avoidance through renewable electricity generation. The Company's cumulative environmental impact has also continued to grow as its renewable energy portfolio expands across multiple technologies and geographies.

Emission avoidance calculations were carried out using the CEA CO₂ Database Version 21.0 and the applicable grid emission factor to quantify the environmental benefits generated through renewable energy operations.

Renewable Impact Dashboard



These metrics demonstrate HREPL's growing contribution towards India's decarbonization efforts and highlight the broader environmental value created through renewable energy generation.

Advancing Operational Excellence Through Renewable Energy

As HREPL continues to expand its renewable energy portfolio, operational excellence remains central to maximizing asset performance, generation efficiency, and infrastructure reliability. The Company leverages AI-powered analytics, SCADA-enabled monitoring, the Renewable Operations Control Centre (ROCC), drone-based inspections, robotic module cleaning, and predictive maintenance practices to optimize plant performance, improve asset availability, and enable data-driven operational decision-making across its renewable energy portfolio.

By integrating advanced digital technologies with standardized operational processes and centralized asset management, HREPL continues to enhance operational efficiency, strengthen infrastructure resilience, improve generation reliability, and support the delivery of sustainable renewable energy solutions.

Water Stewardship

(GRI 303)

Managing Water Responsibly Across Renewable Energy Operations

As Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, hybrid, responsible water management remains an important component of sustainable operations and long-term resource stewardship.

Although renewable energy generation has a relatively low water footprint compared to conventional energy sources, certain operational activities such as solar module cleaning, site maintenance, and ancillary facility operations require water resources.

Given the geographical diversity of HREPL's operational portfolio and the increasing importance of water resilience in India, the Company continues to adopt measures that reduce water dependency while improving operational efficiency.

Water stewardship considerations are integrated into project planning, operational decision-making, and asset management practices to support responsible resource utilization, strengthen climate resilience, and minimize operational impacts on local water resources.

This approach aligns with HREPL's broader sustainability ambition and its commitment to achieving a Water Neutral outcome as outlined in its Sustainability Policy.

Water Management Approach

HREPL adopts a proactive approach to water management by focusing on efficient water utilization, technological interventions, and risk-based decision-making across its renewable energy assets.

The Company's approach seeks to balance operational requirements with environmental responsibility while reducing dependency on freshwater resources wherever feasible.

Understanding Water Demand Across Operations

Water use at HREPL is primarily associated with solar module cleaning, routine operations and maintenance activities, and ancillary facility requirements across project locations. During FY 2025-26, the Company sourced water predominantly through third-party supply and groundwater sources to support these operational needs.

By utilizing multiple water sources based on local availability and site-specific requirements, HREPL seeks to maintain operational continuity while reducing dependence on a single source of supply and strengthening long-term water resilience across its renewable energy portfolio.

Water Withdrawal Dashboard

Indicator	FY 2024-25	FY 2025-26	Unit
Total Water Withdrawal	54,162	84,126	KL

Water Stewardship Framework



This framework supports HREPL's objective of improving resource efficiency while maintaining operational reliability across its renewable energy portfolio.

Water Performance

Continuous monitoring of water performance enables HREPL to understand consumption patterns, improve operational efficiency, and strengthen long-term water resilience.

Changes in water consumption and discharge are influenced by the scale of renewable energy assets under management and associated operational requirements. To optimize water use, HREPL continues to deploy water-efficient technologies and strengthen monitoring practices across project sites.

While operational expansion may influence absolute water volumes, the Company remains focused on improving overall resource efficiency and reducing water dependency over the long term.

Water Consumption

Indicator	Unit	FY 2024-25	FY 2025-26
Total Water Consumption	KL	54,161.90	57,139

Water Discharge Performance

Indicator	Unit	FY 2024-25	FY 2025-26
Total Water Discharge	KL	39,187.44	26,987

Water Intensity

Water intensity is an important operational indicator that measures the amount of water utilized relative to electricity generation. Unlike absolute water consumption, which may increase as HREPL expands its renewable energy portfolio, water intensity provides a more meaningful assessment of resource efficiency by evaluating how effectively water is utilized per unit of energy generated.

Monitoring this indicator enables HREPL to assess operational performance, strengthen resource efficiency, and support long-term water stewardship objectives across its renewable energy assets.

Water Intensity Performance

Indicator	FY 2024-25	FY 2025-26
Water Intensity (KL/employee)	395.19	176.90

Water intensity will be calculated based on total water withdrawal and total renewable electricity generation during the reporting period.

Water Efficiency Measures

As solar module cleaning can be water intensive, HREPL has progressively integrated robotic cleaning systems to optimize water usage while maintaining asset performance.

During FY 2025-26:

Robotic Cleaning Deployment

Indicator	FY 2025-26
Robotic Cleaning Systems Installed	260
Plant Locations Covered	7
Operational Portfolio Coverage	53%

The robotic cleaning systems have been deployed across project locations in Gujarat, Maharashtra, Tamil Nadu, and Goa. These systems contribute to improved operational efficiency, optimized water consumption, and enhanced plant performance by reducing dependence on conventional cleaning methods.

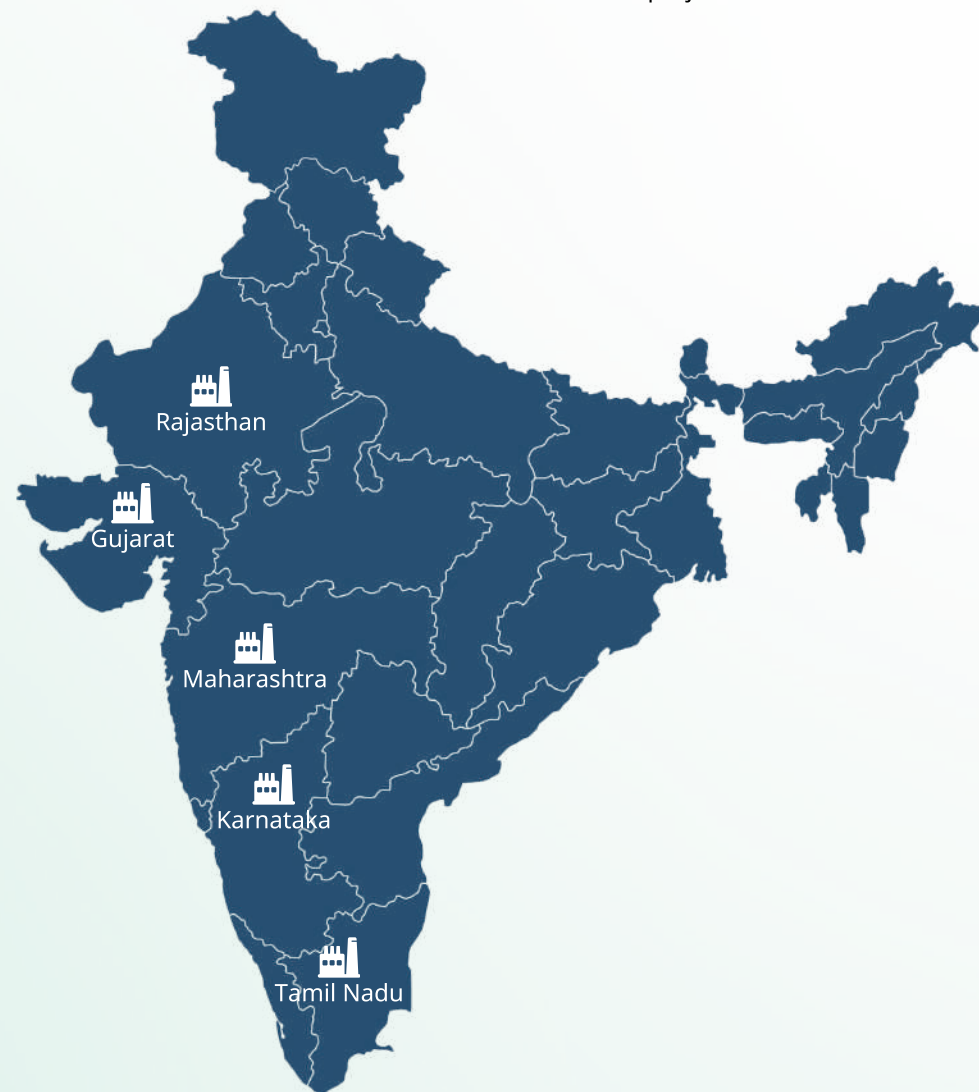
The deployment of such technologies also supports HREPL's broader objective of strengthening resource efficiency across its renewable energy assets.



Water Conservation Initiatives

In addition to operational interventions, HREPL supports community-oriented water conservation initiatives through its CSR programmes.

During FY 2025-26, initiatives were undertaken across communities located near project sites in:



The initiatives included:



Rainwater harvesting



Water pond restoration



Drip irrigation support

These interventions contribute to strengthening local water resilience and support sustainable community development in regions surrounding HREPL's operations.

Water Risk Assessment

Water availability and water stress are increasingly important considerations for long-term renewable energy planning. HREPL therefore integrates water risk assessments into project planning and operational decision-making processes.

During FY 2025-26, water-related risks were assessed using recognized tools, including the WRI Aqueduct framework, wherever applicable

Supporting a Water-Resilient Energy Transition

HREPL continues to expand its renewable energy footprint also responsible water stewardship will remain an important element of sustainable growth. Through efficient water management practices, technological interventions, risk-based assessments, and community water initiatives, the Company seeks to reduce its water dependency while supporting long-term environmental resilience.

By integrating water considerations into project development and operational decision-making, HREPL continues to strengthen its contribution towards a resource-efficient and sustainable energy transition.



Water Risk Assessment Process



Identify Water-Stressed Areas



Assess Operational Exposure



Deploy Water-Efficient Technologies



Implement Mitigation Measures



Monitor and Review Performance

No project sites were identified within extremely high water-stressed basins during the reporting period.

For sites located in water-sensitive regions, HREPL deploys robotic cleaning technologies to reduce water consumption while maintaining operational performance.

Raw Material Use & Waste Management Including Solar Lifecycle

(GRI 301, GRI 306)

At Hinduja Renewables Energy Private Limited (HREPL), responsible management of materials and waste forms an integral part of building resilient and sustainable renewable energy infrastructure. As a developer, owner, and operator of renewable energy assets, the Company's environmental footprint is primarily associated with the procurement, deployment, operation, and maintenance of renewable energy systems rather than manufacturing activities.

HREPL therefore adopts a lifecycle-oriented approach to resource stewardship that emphasizes efficient material utilization, optimization of operational resources, and responsible waste management throughout the lifespan of its renewable energy assets. By integrating these considerations into project execution and operational processes, the Company seeks to strengthen resource efficiency, support asset longevity, and minimize environmental impacts associated with its activities.

This approach reinforces HREPL's broader objective of enabling a resource-efficient energy transition while maintaining high standards of operational performance and environmental responsibility.

Resource Stewardship Approach

HREPL adopts a structured approach to resource management that prioritizes operational efficiency, optimized material utilization, and responsible waste handling across its renewable energy portfolio.

Resource stewardship principles are embedded throughout operational processes to ensure that infrastructure assets are utilized efficiently while minimizing avoidable resource consumption and environmental impacts.

This enables HREPL to maintain asset reliability while strengthening long-term operational resilience.

Resource Management Framework

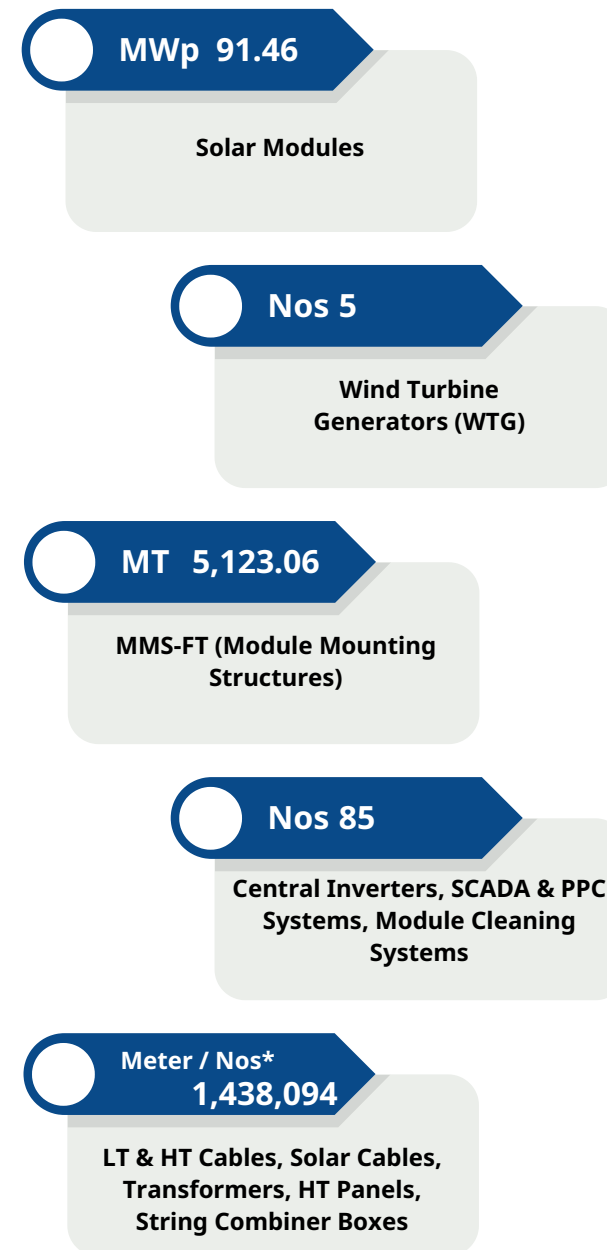


This framework enables HREPL to systematically improve resource productivity, reduce operational inefficiencies, and strengthen responsible resource management practices across its renewable energy assets.

Material Use Across Operations (GRI 301)

Material requirements at HREPL are primarily associated with renewable energy infrastructure development, electrical systems deployment, and ongoing operations and maintenance activities. Procurement planning is closely aligned with project requirements to support efficient project execution, operational continuity, and long-term asset performance.

By integrating material management considerations into project planning and operational decision-making processes, HREPL seeks to optimize resource utilization while ensuring the reliability and performance of its renewable energy assets throughout their operational life.



Resource Efficiency Measures

Resource efficiency is integrated into HREPL's operational model through preventive maintenance practices, digital asset monitoring systems, and technology-enabled interventions that support optimal utilization of infrastructure assets throughout their operational lifecycle.

The Company emphasizes timely maintenance interventions, efficient deployment of resources, and continuous performance monitoring to reduce unnecessary material replacement while improving operational reliability. These measures contribute towards extending asset life and enhancing resource productivity across project locations.

Waste Generation & Segregation (GRI 306)

Given the nature of HREPL's business model, waste generation remains comparatively limited and is primarily associated with maintenance activities, packaging materials, and ancillary operational processes rather than manufacturing activities.

The Company follows a structured waste management approach that emphasizes segregation at source, traceability, resource recovery, and environmentally responsible disposal through authorized channels. These practices support regulatory compliance while minimizing the quantity of waste directed towards final disposal.

Waste Generation Dashboard

Waste Category	FY 2025-26
Hazardous Waste Generated (in MT)	0.81
Non-Hazardous Waste Generated (in MT)	333.96
Total Waste Generated (in MT)	334.77

Hazardous Waste Management

Hazardous waste generation remains comparatively low due to the non-manufacturing nature of HREPL's business model and is primarily associated with e-waste generated during operational activities.

The Company follows established procedures for the safe handling, temporary storage, documentation, and environmentally sound disposal of hazardous waste streams in accordance with applicable statutory requirements. These practices help minimize environmental risks while strengthening regulatory compliance and operational oversight.

Hazardous Waste Streams

Waste Stream	Disposal Method
Used Oil	Authorized recycler
E-Waste	Authorized recycler
Battery Waste	Authorized recycler
Contaminated Materials	Authorized disposal agency

HREPL continues to strengthen monitoring, documentation, and traceability mechanisms to support transparent and responsible waste management practices across its operations.

Non-Hazardous Waste Management (GRI 306)

Non-hazardous waste generated across operational facilities and project locations is segregated at source to maximize opportunities for reuse, recycling, and resource recovery.

During FY 2025-26, the majority of non-hazardous waste was generated at the 240 MW Sankhari Project, primarily comprising wooden pallets, iron scrap, and packaging materials associated with project execution and infrastructure deployment activities. At the Corporate Office, waste generation was largely limited to paper and cardboard waste.

Waste recovery pathways are prioritized wherever feasible to reduce landfill dependency and improve circularity across operations.

During FY 2025-26, approximately 25% of waste generated was recycled or recovered, primarily through paper recycling initiatives. HREPL also prioritizes landfill avoidance by promoting segregation, reuse, recycling, and resource recovery practices across its project locations.

The Company has achieved Zero Waste to Landfill status at several operational sites, while project-phase activities continue to progress towards this objective.



Solar Lifecycle Management

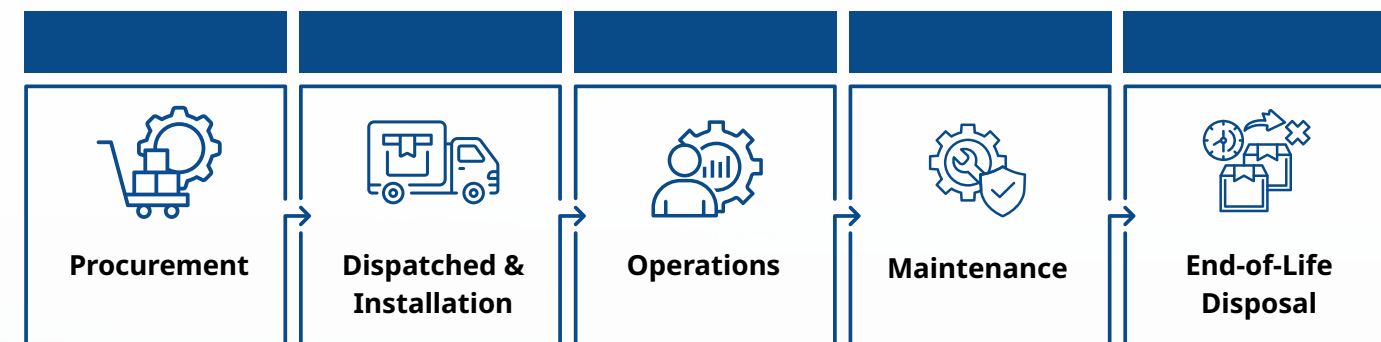
HREPL adopts a lifecycle-based approach to managing solar photovoltaic assets, recognizing that responsible environmental management extends across the entire lifespan of renewable energy infrastructure.

Lifecycle considerations are integrated across project planning, engineering, operations, and maintenance activities to maximize asset performance, improve operational reliability, and extend the productive life of renewable energy systems.

Continuous performance monitoring, preventive maintenance practices, and digital asset management capabilities support efficient operation throughout the asset lifecycle while reducing the need for premature component replacement.

As regulatory frameworks continue to evolve, HREPL will further evaluate responsible end-of-life management pathways and authorized recycling mechanisms for photovoltaic components to support long-term circularity objectives.

Solar Lifecycle Framework



Throughout the lifecycle, emphasis is placed on preventive maintenance, performance monitoring, and extending asset longevity to maximize renewable energy generation and reduce unnecessary material replacement.

As industry regulations evolve, HREPL will continue to evaluate responsible end-of-life management pathways and authorized disposal mechanisms for photovoltaic components.

Supporting Circularity Across Renewable Energy Operations

As HREPL continues to expand its renewable energy portfolio, responsible resource management remains integral to enhancing operational efficiency, optimizing material utilization, and reducing the environmental footprint of project development and operations. The Company promotes waste segregation, resource recovery, recycling, and responsible disposal through authorized channels while progressively evaluating circular solutions for renewable energy assets, including end-of-life management pathways for photovoltaic components.

HREPL's approach is further supported by preventive maintenance, lifecycle asset management, digital performance monitoring, and responsible handling of operational materials to maximize asset longevity and minimize avoidable resource consumption. By embedding circular economy principles across project planning, construction, operations, and maintenance activities, the Company continues to strengthen resource efficiency while supporting a resilient and sustainable renewable energy ecosystem.

Biodiversity Impact & Land Management

(GRI 304)

Managing Renewable Energy Growth in Harmony with Natural Ecosystems

As Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, hybrid, responsible land use and biodiversity management remain important considerations throughout the project lifecycle.

Renewable energy infrastructure requires long-term land occupancy and direct interaction with local ecosystems. HREPL therefore adopts a precautionary and risk-based approach to project development that seeks to minimize adverse impacts on biodiversity while supporting India's clean energy transition.

Biodiversity considerations are integrated during project planning, site selection, construction activities, and long-term operations to balance infrastructure development with environmental stewardship. Through responsible land management practices and stakeholder engagement, HREPL seeks to reduce ecological disturbances and support the long-term resilience of surrounding landscapes.

This approach enables the Company to develop renewable energy infrastructure while maintaining sensitivity towards natural habitats, land resources, and communities associated with project locations.

Biodiversity Approach

HREPL incorporates biodiversity considerations throughout the renewable energy project lifecycle to identify, assess, and manage potential environmental impacts associated with project development activities.

The Company's approach focuses on minimizing land disturbances, protecting natural habitats, and supporting responsible infrastructure development while maintaining operational efficiency and long-term asset performance.

Biodiversity Management Framework



This framework supports HREPL's objective of developing renewable energy assets in a responsible and environmentally conscious manner.

Site Selection

Site selection plays a critical role in minimizing biodiversity impacts associated with renewable energy infrastructure. During project planning, environmental and social considerations are evaluated alongside technical and commercial parameters.

The assessment process seeks to avoid ecologically sensitive areas wherever feasible and supports the identification of locations that can accommodate renewable energy infrastructure with minimal environmental disturbance.

Key considerations include:

- Existing land use patterns
- Environmental sensitivities
- Physical site characteristics
- Accessibility requirements
- Regulatory requirements
- Proximity to surrounding communities

These assessments support responsible decision-making and contribute to reducing long-term environmental risks associated with project development.

Habitat Protection

HREPL recognizes that renewable energy projects may interact with local ecosystems during construction and operational phases. Accordingly, efforts are made to minimize disturbances to surrounding habitats and preserve ecological integrity throughout project lifecycles.

Projects and Operational teams continuously monitor site conditions and implement appropriate measures to manage potential impacts associated with project activities.

Habitat Protection Priorities

- Minimize vegetation disturbance
- Protect surrounding ecosystems
- Preserve natural landscape features
- Avoid ecologically sensitive locations where feasible
- Monitor environmental conditions during operations

As HREPL expands its renewable energy footprint, maintaining ecological balance remains an important consideration in project development and operational planning.

Land Management

Land forms a critical component of renewable energy infrastructure. HREPL therefore adopts responsible land management practices to ensure that project development activities are conducted in a manner that minimizes long-term environmental impacts.

Land management measures focus on preserving site stability, minimizing unnecessary disturbances, and maintaining safe and efficient operating conditions throughout the asset lifecycle.

Land Management Focus Areas

Focus Area	Approach
Site Planning	Responsible allocation of project infrastructure
Vegetation Management	Controlled maintenance of site vegetation
Soil Protection	Measures to minimize unnecessary disturbances
Site Stability	Monitoring and maintaining operational areas
Operational Monitoring	Periodic review of environmental conditions

Land Restoration

HREPL recognizes the importance of restoring disturbed areas wherever applicable and maintaining environmental integrity throughout the lifecycle of renewable energy projects.

Land restoration measures may be implemented following temporary construction activities to support site stabilization and minimize long-term environmental impacts.

The Company's approach emphasizes:

- Restoration of disturbed areas where applicable
- Maintenance of environmental quality
- Prevention of unnecessary land degradation
- Strengthening site resilience over time

Land Restoration Performance Dashboard (GRI 304)

Acres 5253
Total Land Occupied



Community Interface

As renewable energy projects maintain a long-term presence within local geographies, HREPL recognizes the importance of engaging with surrounding communities and relevant stakeholders throughout project lifecycles.

Community interactions support transparency, build trust, and help identify local environmental considerations associated with project development and operations.

Stakeholder engagement activities support:

- Identification of local environmental concerns
- Transparent communication Responsible land use practices
- Long-term coexistence between renewable energy assets and surrounding communities

These efforts strengthen HREPL's ability to develop renewable energy infrastructure in a socially responsible and environmentally sensitive manner.

Supporting a Nature-Positive Energy Transition

As HREPL continues to contribute to India's renewable energy transition, biodiversity and land management considerations will remain integral to sustainable growth. By incorporating ecological considerations into project planning, site management, and stakeholder engagement processes, the Company seeks to minimize environmental impacts while supporting long-term ecosystem resilience.

Through responsible land stewardship and risk-based environmental management, HREPL continues to strengthen its contribution towards building a low-carbon future that is both environmentally responsible and operationally resilient.

Environment Compliance

(GRI 303)

Strengthening Responsible Renewable Energy Development Through Regulatory Compliance

Hinduja Renewables Energy Private Limited (HREPL) expands its renewable energy portfolio across solar, wind and hybrid, maintaining environmental compliance remains a fundamental component of responsible project development and long-term operational excellence.

Given the geographically diverse nature of renewable energy infrastructure, HREPL operates within a dynamic regulatory landscape that requires continuous monitoring of environmental obligations throughout the project lifecycle. Regulatory compliance considerations are therefore integrated into project planning, construction activities, operations and maintenance practices, and ongoing asset management activities.

The Company's approach focuses on maintaining adherence to applicable environmental regulations, obtaining necessary approvals and permits, and implementing monitoring mechanisms that support responsible and sustainable business operations.

By embedding compliance into operational processes, HREPL seeks to minimize regulatory risks while supporting transparent and accountable environmental management practices.

Environmental Compliance Approach

HREPL adopts a systematic and proactive approach to environmental compliance that supports responsible project execution and long-term operational sustainability.

Environmental requirements are reviewed during project planning and are monitored throughout operational activities to ensure adherence to applicable laws, approvals, and regulatory obligations.

The Company's compliance approach emphasizes:

- Early identification of regulatory requirements
- Timely acquisition of statutory approvals
- Continuous monitoring of compliance obligations
- Periodic reviews of regulatory changes
- Strengthening internal accountability mechanisms

This approach enables HREPL to manage environmental obligations in a structured and transparent manner.

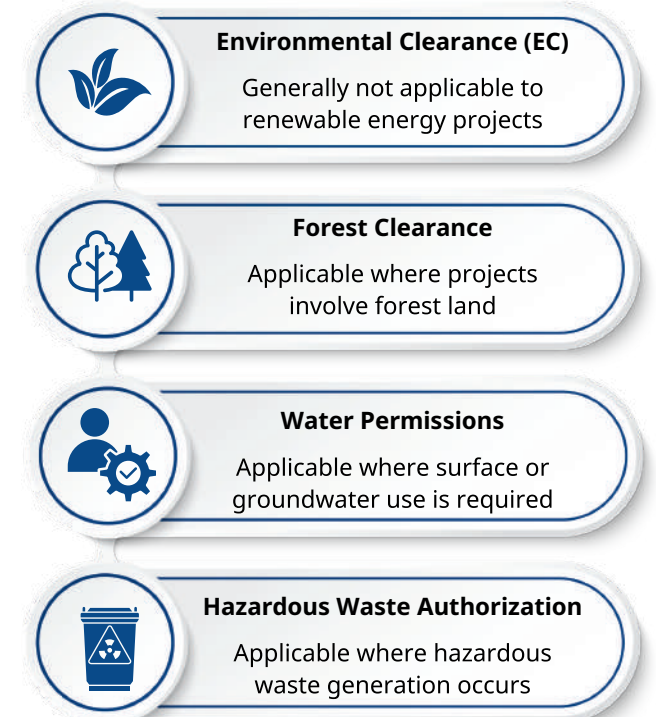
Environmental Permits & Approvals

Renewable energy projects require specific environmental permits and approvals depending on project characteristics, land use requirements, and geographical location.

As per Central Pollution Control Board (CPCB) norms, Environmental Clearance (EC) is generally not applicable to the renewable energy sector. However, certain statutory approvals remain applicable based on project-specific requirements.

During FY 2025-26, the following approvals were obtained wherever applicable.

Environmental Permits Framework

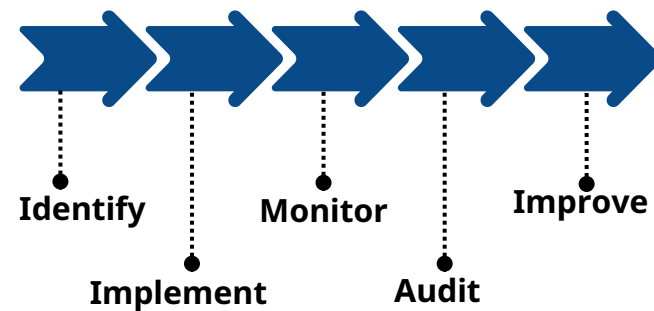




Compliance Monitoring Lifecycle

HREPL adopts a structured compliance lifecycle to ensure that environmental obligations are continuously monitored and effectively managed throughout project operations.

Environmental Compliance Lifecycle



This lifecycle supports timely identification of compliance requirements, implementation of necessary actions, and continuous improvement of environmental management practices.

Environmental Compliance Performance

During FY 2025-26, HREPL maintained a strong environmental compliance performance across its operational portfolio.

No environmental notices, penalties, or monetary fines were issued by environmental regulatory authorities during the reporting period.

In addition, no project sites were impacted by changes in environmental regulations that materially affected operations.

Supporting Responsible Growth Through Environmental Compliance

As HREPL continues to expand its renewable energy portfolio, maintaining strong environmental compliance practices will remain essential to sustainable business growth.

Through structured monitoring processes, effective permit management, and proactive regulatory oversight, the Company seeks to strengthen operational resilience and maintain stakeholder confidence.

By integrating compliance into everyday decision-making, HREPL continues to support India's energy transition while ensuring that its renewable energy infrastructure is developed and operated in a responsible and environmentally compliance manner.



Responsible Product Stewardship

(GRI 416)

Managing Renewable Energy Assets Across Their Lifecycle

At Hinduja Renewables Energy Private Limited (HREPL), responsible product stewardship is embedded within the lifecycle management of renewable energy infrastructure. As the Company develops and operates solar, wind, hybrid, lifecycle thinking supports long-term operational resilience, infrastructure reliability, and sustainable value creation.

Unlike manufacturing organizations that produce consumer products, HREPL's primary output is the generation of clean electricity through renewable energy assets. Consequently, product stewardship at HREPL focuses on managing renewable energy infrastructure responsibly from project conception through eventual decommissioning while maximizing environmental and operational value throughout the asset lifecycle.

This lifecycle-based approach enables HREPL to strengthen infrastructure performance, support energy security, and contribute towards India's low-carbon transition while ensuring that renewable energy assets continue to deliver long-term value to stakeholders.

Renewable Asset Stewardship Approach

Renewable energy projects are long-term infrastructure investments that require careful planning across every stage of their lifecycle. HREPL therefore adopts a structured approach that considers engineering requirements, operational longevity, infrastructure resilience, and future transition requirements during project planning and execution.

This approach enables the Company to build assets that are designed for long-term performance while supporting responsible resource utilization throughout their useful life.

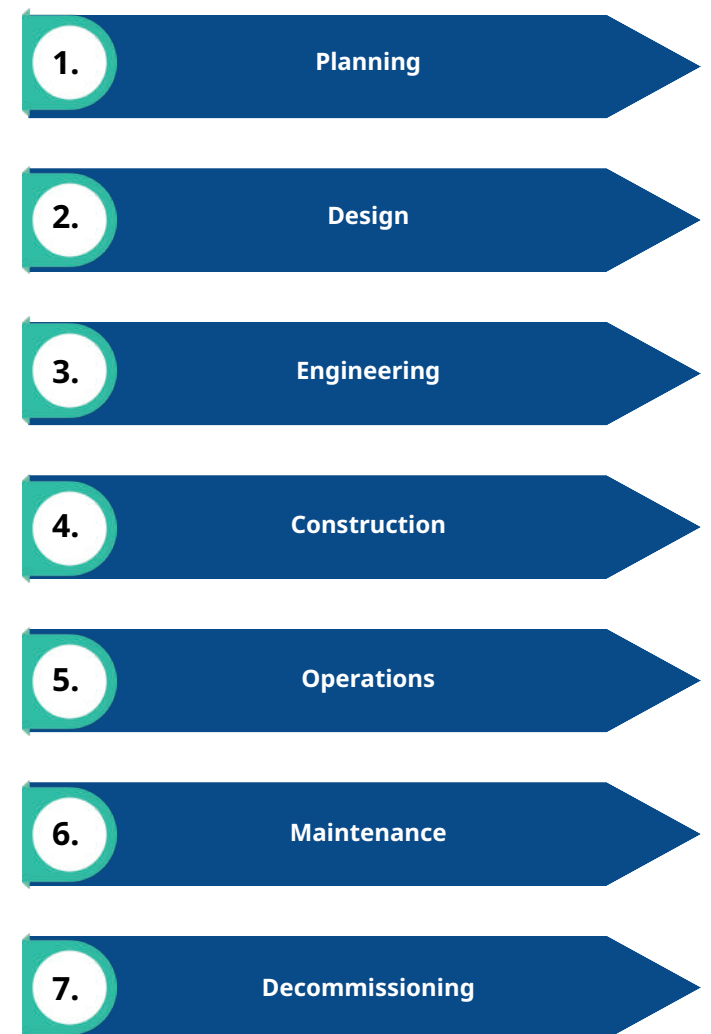
The Company's asset stewardship approach is guided by four priorities:

- Lifecycle thinking
- Infrastructure reliability
- Asset longevity
- Resource optimization

These priorities support sustainable infrastructure development and strengthen HREPL's ability to deliver reliable renewable energy generation over the long term

Asset Lifecycle

HREPL manages renewable energy infrastructure through an integrated lifecycle approach that connects project development, engineering, construction, operations, and long-term maintenance activities. Each stage contributes to ensuring that renewable energy assets remain technically robust, operationally efficient, and capable of delivering consistent performance throughout their operational life.



Asset Lifecycle Priorities

As HREPL continues to expand its renewable energy portfolio, lifecycle management plays an important role in ensuring infrastructure reliability and maximizing long-term value generation.

The Company's stewardship approach focuses on maintaining operational continuity while extending the productive life of renewable energy assets.

Asset Stewardship Focus Areas



Lifecycle Asset Management

Optimize asset performance from project commissioning through end-of-life management



Predictive Operations & Reliability

Maximize plant availability through preventive maintenance, digital monitoring and performance analytics



Renewable Asset Performance

Enhance generation efficiency by leveraging SCADA, AI-enabled analytics and robotic module cleaning systems



Resource & Infrastructure Optimization

Improve operational efficiency through optimized resource utilization and lifecycle-based asset management

This approach enables HREPL to strengthen asset resilience while supporting reliable renewable energy generation over extended operational periods.

Future End-of-Life Considerations

As renewable energy infrastructure matures globally, end-of-life management is becoming an increasingly important aspect of responsible asset stewardship.

During FY 2025-26, HREPL had not established a formal end-of-life management policy or plan for decommissioned solar panels. However, the Company continues to monitor evolving regulatory developments, technological advancements, and industry practices associated with renewable energy decommissioning requirements.

Future considerations may include:

- Regulatory developments related to decommissioning
- Emerging recycling technologies
- Responsible disposal pathways
- Circular economy opportunities

The Company will continue to evaluate these developments to strengthen long-term planning for future asset transitions.

Creating Long-Term Value Through Responsible Asset Stewardship

As HREPL expands its renewable energy footprint, responsible asset stewardship will remain an important enabler of sustainable growth. By integrating lifecycle thinking into project development and long-term asset management practices, the Company seeks to strengthen infrastructure resilience and support efficient renewable energy generation throughout the operational life of its assets.

This approach enables HREPL to create enduring environmental and societal value while contributing towards building a reliable, resilient, and future-ready clean energy ecosystem for India.



Sustainable Supply Chain

(GRI 204, GRI 308, GRI 414)

Building a Responsible Supplier Ecosystem for Renewable Energy Development

Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, hybrid, collaboration with suppliers, engineering partners, contractors, and service providers remains essential for delivering projects safely, efficiently, and responsibly.

The Company's supply chain ecosystem supports various stages of renewable energy project development, including engineering design, procurement, construction, operations and maintenance, and specialized technical services. Given the long-term nature of renewable energy infrastructure, supplier relationships play an important role in maintaining operational reliability and ensuring project execution quality.

HREPL therefore seeks to strengthen responsible procurement practices by promoting ethical business conduct, regulatory compliance, and responsible environmental and social practices across its supplier ecosystem.

The Company recognizes that a resilient supply chain contributes to operational continuity, risk management, and long-term value creation while supporting India's clean energy transition.

Supplier Governance

Supplier governance forms an integral part of HREPL's project execution model. Procurement decisions consider technical capabilities, project requirements, regulatory obligations, and business integrity considerations.

The Company works with multiple categories of external stakeholders, including engineering contractors, equipment suppliers, technical consultants, and specialized service providers that support project execution and asset management activities.

Supplier relationships are governed through defined contractual obligations and business conduct of conduct expectations that promote responsible engagement practices.

Supplier Ecosystem

Engineering Partners

Equipment Suppliers

EPC Contractors

Operations & Maintenance Service Providers

Specialized Technical Consultants

This ecosystem enables HREPL to deliver renewable energy infrastructure projects efficiently while maintaining operational reliability across its portfolio.



ESG Screening

As renewable energy projects involve multiple stakeholders throughout the value chain, HREPL recognizes the importance of integrating environmental and social considerations into supplier engagement processes.

Environmental and social risks may vary depending on project location, scope of work, and the nature of services provided. Accordingly, responsible business practices are encouraged throughout supplier relationships to strengthen long-term resilience and responsible project execution.

Future ESG assessments may consider:

- Environmental performance
- Regulatory compliance
- Labour practices
- Workplace health and safety
- Ethical business conduct
- Human rights considerations

Qualitative Assessment

New Suppliers Screened Using Environmental Criteria

Responsible Procurement

Procurement activities support every stage of HREPL's renewable energy projects, from project development and construction to long-term operations and maintenance.

The Company's procurement approach seeks to balance technical performance, quality requirements, business continuity, and responsible sourcing considerations.

Responsible procurement priorities include:

- Procurement transparency
- Technical quality assurance
- Timely project execution
- Regulatory compliance
- Ethical business practices
- Long-term supplier relationships

These principles support efficient project delivery while strengthening operational resilience across renewable energy assets.

Supplier Expectations

HREPL expects suppliers, contractors, and service providers to uphold high standards of professional conduct while supporting project execution activities.

The Company expects suppliers to demonstrate:

- Compliance with applicable laws and regulations
- Ethical business conduct of conduct
- Respect for labour and human rights principles
- Safe working practices
- Environmental responsibility
- Transparent business practices

During FY 2025-26, third-party EPC contractors, vendors, and agents were covered under anti-bribery expectations and compliance declaration requirements. These expectations support consistency across HREPL's value chain and strengthen responsible business practices.

Supplier Monitoring

Continuous supplier engagement enables HREPL to maintain project quality, manage risks, and strengthen operational continuity.

Supplier performance may be monitored through project execution activities, contractual reviews, operational feedback mechanisms, and periodic assessments based on project requirements.

Sustainable Supply Chain Monitoring Framework



This framework supports the development of a reliable and responsible supplier ecosystem that can support HREPL's future growth ambitions.

Building Long-Term Value Through Responsible Partnerships

As HREPL expands its renewable energy portfolio, strengthening responsible supplier relationships will remain an important enabler of sustainable growth.

By integrating responsible procurement practices, ethical business expectations, and supplier engagement mechanisms, the Company seeks to build a resilient value chain that supports reliable project delivery and long-term operational success.

Through collaborative partnerships and responsible sourcing practices, HREPL continues to strengthen its contribution towards building a sustainable and resilient renewable energy ecosystem.





Social Impact & People Development

At Hinduja Renewables Energy Private Limited (HREPL), people are at the heart of our sustainability journey. We believe that creating long-term value extends beyond clean energy generation to fostering safe workplaces, empowering employees, respecting human rights, strengthening communities, and building responsible relationships across our value chain.

MATERIAL TOPICS

- Occupational Health & Safety
- Human Rights
- Learning & Development
- Customer Health & Safety
- Responsible Supply Chain
- Employee Engagement
- Stakeholder Engagement
- Diversity & Inclusion
- Local Community Development

STAKEHOLDERS

- Senior Leadership
- Employees
- Customers
- Suppliers & Contractors
- Communities
- External Stakeholders

SDG ALIGNMENT





Message From The CHRO's Desk

“ —
A culture of inclusion, learning, and well-being empowers sustainable success. — ”

Adithiya Venkataraman
Chief Human Resources Officer (CHRO)

Dear Stakeholders,

At Hinduja Renewables Energy Private Limited (HREPL), we believe that our people are the driving force behind our growth, innovation and long-term sustainability journey. As the renewable energy sector scales up rapidly, building a skilled, engaged, and future-ready workforce remains fundamental to supporting India's clean energy transition.

Our people strategy is focused on attracting, developing, and retaining talent while fostering a workplace culture built on collaboration, accountability, and continuous learning. We recognize that the future of renewable energy will require investing in capabilities digital competencies, and adaptive leadership. Accordingly, we remain committed to investing in structured learning initiatives, capability-building programs, and leadership development interventions that empower employees to grow to their full potential, and growing alongside the organization.

In the midst of all things, Employee well-being remains a key priority. We are committed to providing a safe, healthy, and supportive work environment that furthers their physical, mental, and emotional well-being. Through employee engagement initiatives, awareness programs, and a strong culture of care, we strive to create an environment where every individual feels valued, respected, and connected to our shared purpose.

Building a culture that fosters Inclusion and Belongingness at the workplace is one of our most important pillar of our people philosophy . We are working towards building a workforce that leverages diverse perspectives and unique experiences, recognizing that inclusive organizations are better positioned to innovate, solve complex challenges, and create sustainable value.

I extend my sincere appreciation to our employees whose dedication, passion, and commitment continue to shape our success.

Together, lets build not only a stronger organization but also a more sustainable future for generations to come.



Workforce Composition: Gender, Age, Management Level and Employment Type

(GRI 2-7, GRI 2-8, GRI 401)

The success of Hinduja Renewables Energy Private Limited (HREPL) is driven by the expertise, commitment, and capabilities of its people. As the Company continues to expand its renewable energy portfolio across solar, wind, hybrid, and emerging clean energy technologies, building a skilled and future-ready workforce remains a strategic priority.

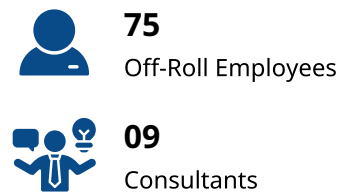
Our employees play a critical role across the renewable energy value chain, from project development and engineering design to construction management, operations and maintenance, asset optimization, digital monitoring, and corporate support functions.

By combining deep industry expertise with operational excellence, HREPL continues to strengthen its ability to deliver reliable clean energy solutions while supporting India's transition towards a low-carbon economy.

During FY 2025-26, HREPL maintained a workforce of 323 employees across corporate offices and project locations. The workforce comprised experienced professionals, technical specialists, operational teams, and emerging talent, enabling the Company to effectively support business growth and the expanding renewable energy portfolio.

This workforce profile reflects a balanced mix of experienced professionals, technical specialists, operational teams, and emerging talent, enabling the Company to respond effectively to evolving business requirements and growth opportunities.

Human Capital at a Glance



Building Capability Across the Renewable Energy Value Chain

HREPL's workforce is structured to support every stage of the renewable energy asset lifecycle, from project planning and project development to engineering, construction, commissioning, operations, asset management, and long-term performance optimization. This multidisciplinary capability enables the Company to efficiently execute utility-scale solar, wind, hybrid, and emerging clean energy projects while maintaining high standards of operational reliability and stakeholder value creation.

In addition to core engineering and operations functions, HREPL strengthens organizational capability through expertise in procurement, commercial operations, finance, legal, human resources, Q-OHSE, ESMS, digital monitoring, SCADA-enabled asset supervision, performance analytics, and corporate governance. The integration of these specialized functions supports informed decision-making, effective risk management, regulatory compliance, and continuous operational improvement across the Company's renewable energy portfolio.

Employment Structure



Workforce by Employment Type

Employment Type	Male	Female	Total
Permanent Employees	212	27	239
Contract Employees	69	6	75
Consultants	7	3	10

Strengthening Leadership and Technical Expertise

As HREPL expands its renewable energy footprint, maintaining a balanced workforce structure remains critical to sustaining operational excellence and leadership continuity. The Company's workforce spans multiple management levels, ensuring effective governance, technical oversight, project execution, and talent development across the organization.

Workforce by Management Level



The workforce structure demonstrates a strong operational and managerial foundation, with a significant proportion of employees positioned within middle management and technical roles that support day-to-day business operations, project execution, and asset performance management.

A Multi-Generational Workforce Driving Innovation and Growth

HREPL's multi-generational workforce brings together experienced professionals with deep industry knowledge and younger talent equipped with contemporary technical and digital capabilities.

This blend of diverse perspectives fosters innovation, strengthens problem-solving, and promotes the adoption of best practices across business operations. Experienced employees mentor and guide the next generation of professionals, facilitating effective knowledge transfer, succession planning, and leadership development. At the same time, younger employees contribute fresh ideas, technological expertise, and agility, supporting digital transformation and continuous improvement. By fostering collaboration across generations, HREPL is building a resilient, future-ready workforce capable of driving sustainable growth, operational excellence, and long-term value creation.

Workforce by Age Group



The workforce profile reflects a balanced age mix, with a significant proportion of employees in the 30-50 years age group, providing the experience and expertise required for project execution and operational excellence. The diverse age profile also supports knowledge transfer, succession planning, and long-term workforce sustainability.

Supporting Operations Across India

HREPL's workforce is strategically deployed across corporate offices and project locations to support project execution, asset management, and operational excellence. This distributed workforce enables effective coordination, timely decision-making, regulatory compliance, and efficient delivery of renewable energy projects.

Workforce by Location



This geographical presence enables close coordination between corporate functions and site operations while supporting efficient decision-making and operational responsiveness across the Company's renewable energy portfolio.

Strengthening Organizational Capacity Through Strategic Hiring

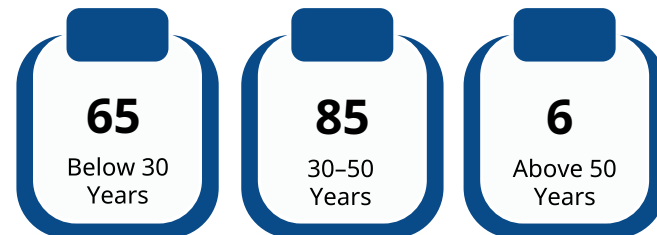
As part of its growth strategy, HREPL continued to invest in talent acquisition during FY 2025-26, onboarding professionals across technical, operational, and corporate functions.

Recruitment efforts focused on strengthening project execution capabilities, enhancing operations and maintenance expertise, supporting asset management functions, and building organizational capacity aligned with the Company's expanding renewable energy portfolio.

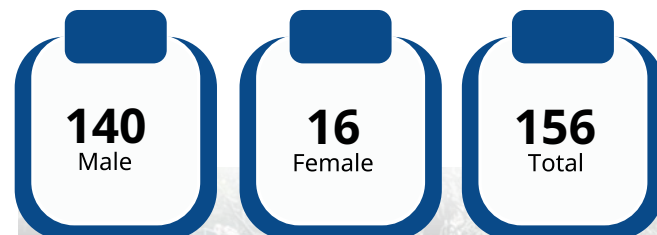
New Hire Profile

156 Total New Hires

New Hires by Age Group



New Hires by Gender

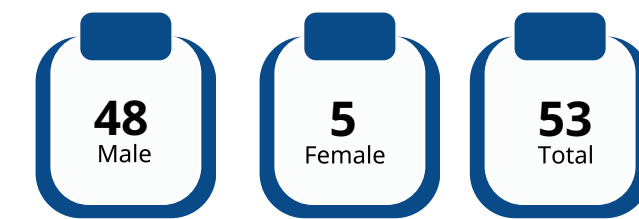


Workforce Stability and Talent Retention

Maintaining workforce stability is essential for preserving organizational knowledge, ensuring operational continuity, and supporting long-term business growth. HREPL focuses on employee engagement, capability development, career progression, and leadership development to strengthen talent retention. By monitoring workforce trends and retention indicators, the Company continues to build a skilled and resilient workforce that supports project planning, engineering, operations, asset management, and sustainable business growth.

53 Total Employee Separations

Employee Separations by Gender



Through focused workforce planning, capability development initiatives, and employee engagement efforts, HREPL continues to strengthen its human capital foundation and build the talent required to support future growth.

Building the Workforce of Tomorrow

HREPL recognizes that a skilled, engaged, and future-ready workforce is fundamental to delivering operational excellence and supporting the Company's long-term growth ambitions. The Company continues to invest in technical capability development, leadership enhancement, continuous learning, and employee engagement to strengthen workforce readiness across the renewable energy value chain. By fostering a culture of collaboration, accountability, and continuous improvement, HREPL is building a resilient workforce equipped to support project development, engineering, operations, asset management, and the evolving needs of India's clean energy transition.

Health & Safety Performance

(GRI 403)

The successful development, commissioning, and operation of renewable energy infrastructure depend on maintaining safe and reliable working environments. As Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, and hybrid energy assets, occupational health and safety remains a fundamental component of operational excellence, project execution, and asset reliability.

During FY 2025-26, HREPL successfully commissioned 553 MW of renewable energy capacity and generated 1,101 GWh of clean energy. Achieving these operational milestones required the coordinated efforts of employees, contractors, engineers, technicians, and site personnel working across geographically dispersed project locations, high-voltage electrical systems, construction sites, substations, and operational facilities.

Safety is integral to HREPL's operational excellence, supporting workforce wellbeing, project continuity, asset reliability, and business resilience. Effective health and safety management minimizes risks and ensures uninterrupted renewable energy generation.

Health and safety practices are embedded across project planning, construction, operations and maintenance (O&M), asset management, and contractor activities. Through risk assessments, safety controls, permit-to-work systems, and continuous monitoring, HREPL maintains safe, reliable, and efficient operations across its portfolio.

Safety Across the Renewable Energy Lifecycle

HREPL's Health, Safety and Environment (HSE) framework spans the entire renewable energy lifecycle, encompassing project planning, construction, commissioning, operations and maintenance, as well as corporate office functions. The Company focuses on identifying and mitigating risks associated with electrical systems, work at height, equipment handling, contractor activities, and routine O&M operations. At the corporate office, workplace safety is strengthened through emergency preparedness, fire and life safety measures, ergonomic practices, and employee awareness programmes, fostering a strong safety culture across the organization.

Safety Focus Across Operations

- Project Development & Construction
- High-Voltage Electrical Infrastructure
- Utility-Scale Solar Installations
- Wind Energy Operations
- Operations & Maintenance Activities
- Substations & Transmission Systems
- Contractor & Site-Based Activities

By integrating safety requirements into operational planning and execution processes, HREPL seeks to proactively identify risks, strengthen preventive controls, and maintain safe working conditions across all project and operational locations.

Safety Governance & Accountability

Health and safety governance is embedded within HREPL's operational structure, ensuring accountability at every level of the organization.

Health & Safety Governance Framework



This governance structure enables consistent implementation of health and safety requirements across construction sites, operational assets, and corporate functions while ensuring timely reporting, corrective action management, and leadership oversight of safety performance.

Occupational Health & Safety Management System

HREPL's safety management system is built around risk prevention, workforce participation, operational controls, and continuous monitoring. The framework supports the identification and management of workplace hazards associated with renewable energy operations and project execution activities.

Safety Management Framework



The framework is supported by regular inspections, safety observations, workforce engagement initiatives, and site-level reviews to ensure consistent implementation across all locations.

Safety Performance Highlights

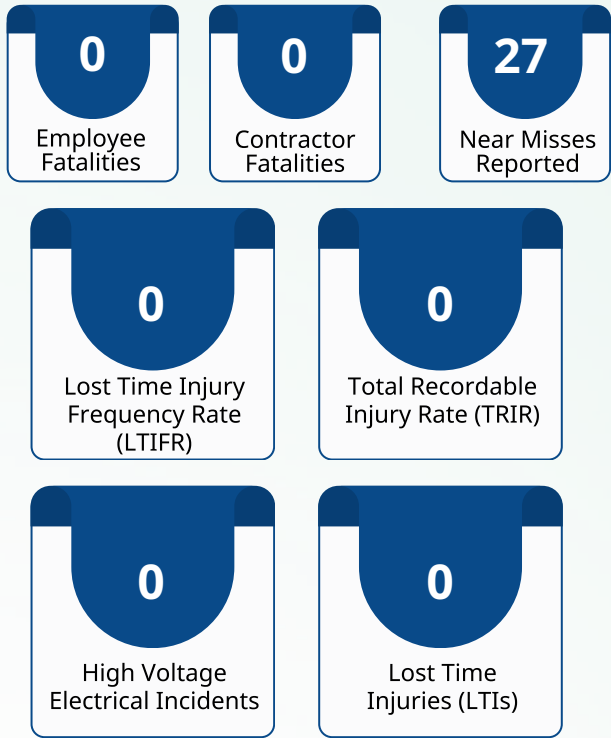
FY 2025-26 marked another year of strong safety performance across HREPL's renewable energy operations. Through proactive risk management, workforce participation, contractor engagement, and strengthened safety monitoring practices, the Company maintained a zero-fatality and zero-lost-time-injury performance record.

Safety Targets

- To spend more than 4320+ manhours training
- To achieved zero injury rate by 2026

Occupational Health & Safety Performance

The occupational risks associated with renewable energy projects vary across different stages of the asset lifecycle. HREPL's safety management approach is therefore designed to address risks associated with project construction, electrical systems, maintenance activities, equipment handling, contractor operations, and site-based work environments.



The reporting of 27 near-miss incidents reflects a proactive reporting culture across HREPL's operations. Near-miss reporting serves as an important leading indicator, enabling potential hazards to be identified, investigated, and addressed before incidents occur. This approach strengthens preventive risk management and supports continuous improvement in workplace safety performance.

Building Safety Capability Through Training and Awareness

Developing workforce competency remains a key element of HREPL's health and safety strategy. Employees and contractors working across project development, construction, operations, maintenance, and asset management activities are provided with safety training relevant to their roles and operational environments.

Indicator	FY 2025-26
OHS Training Coverage	100%
OHS Training Hours Delivered	446,122

Training & Awareness Performance

Indicator	FY 2025-26
Safety Audits & Inspections Conducted	1,494
OHS Committee Meetings	Monthly
Workforce Representation in OHS Committees	50%

The active participation of employees and contractors through site-level safety committees supports collaboration, workforce engagement, and shared accountability for maintaining safe working environments.

Contractor Safety Management

Contractors play an important role in supporting project execution, equipment installation, construction activities, maintenance operations, and specialized technical services across HREPL's renewable energy portfolio. Recognizing the critical contribution of contractor personnel, HREPL applies consistent health and safety requirements across both direct employees and contractors.

Contractor Safety Performance

Indicator	FY 2025-26
Contractor Safety Induction Coverage	100%
Contractor Fatalities	0
Contractor LTIs	0
Contractor OHS Performance Reviews	Monthly

Contractor safety performance is monitored through mandatory safety inductions, toolbox talks, site inspections, performance assessments, and ongoing engagement with contractor supervisors and management teams.

Emergency Preparedness & Response

Given the operational nature of renewable energy assets and electrical infrastructure, emergency preparedness remains an essential component of HREPL's safety framework.

Emergency Response Plans (ERPs) are implemented across project locations and are supported by regular mock drills, workforce awareness programs, and emergency response preparedness initiatives.

Emergency Preparedness Performance

Indicator	FY 2025-26
Sites Covered by Emergency Response Plans	100%
Emergency Mock Drills Conducted	49
First Aid & Emergency Medical Systems	Available Across Sites

The mock drills conducted during the year covered fire response, electrical emergencies, medical incidents, evacuation procedures, and other site-specific scenarios, helping strengthen emergency readiness across the Company's operations.

Advancing Towards a Zero-Harm Workplace

As HREPL continues to expand its renewable energy footprint, maintaining a safe, healthy, and resilient workplace will remain a strategic priority. Through strong leadership commitment, workforce participation, contractor engagement, operational discipline, and continuous safety improvement, the Company is working towards its vision of achieving a zero-harm workplace while supporting reliable renewable energy generation and long-term sustainable growth.



Human Rights & Labour Practices

GRI 406, 407, 408, 409, 412

Human Rights in Renewable Energy Development

As Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, hybrid, and emerging clean energy projects, respect for human rights remains fundamental to responsible business growth. Human rights considerations are particularly important in a business environment that involves project development activities, contractor-intensive construction projects, operations and maintenance functions, supplier relationships, and engagement with local communities across multiple geographies.

The successful execution and long-term operation of renewable energy assets depend not only on technical excellence and operational performance but also on maintaining fair labour practices, protecting workforce rights, fostering inclusive workplaces, and building positive relationships with stakeholders associated with project development and operational activities.

Accordingly, HREPL integrates human rights considerations into workforce management, contractor engagement, project execution, community interactions, and value chain relationships. This approach supports responsible project delivery, strengthens stakeholder trust, and contributes to the sustainable growth of the Company's renewable energy business.

Human Rights Commitment

HREPL's approach to human rights is founded on the principles of dignity, fairness, equality, and respect. Across corporate offices, operational facilities, project sites, and contractor workplaces, the Company seeks to maintain an environment where individuals are treated fairly and provided with equal opportunities to contribute and grow.

Employment-related decisions are based on merit, qualifications, experience, and business requirements, while workplace practices are designed to support respectful conduct, equal treatment, and protection against discrimination, harassment, or unfair treatment.

Human Rights Principles

- Human Dignity & Respect
- Equal Opportunity
- Non-Discrimination
- Fair Employment Practices
- Access to Grievance Mechanisms

Non-Discrimination Performance

Indicator	FY 2025-26
Incidents of Discrimination Reported	0
Corrective Actions Implemented	0

No incidents of discrimination were reported during FY 2025-26 across HREPL's workforce, project locations, or operational facilities.

Responsible Labour Practices Across Operations

The delivery of renewable energy projects requires collaboration between employees, contractors, technical specialists, service providers, and project partners. HREPL therefore places significant emphasis on maintaining responsible labour practices throughout project development, construction, commissioning, and operational activities.

The Company's labour practices framework seeks to ensure that workforce rights are protected consistently across both direct operations and contractor-managed activities.

Prevention of Child Labour

HREPL maintains a zero-tolerance approach towards child labour. Verification procedures form part of workforce onboarding and contractor engagement processes to ensure compliance with applicable labour regulations and minimum age requirements.

Given the extensive use of skilled and semi-skilled labour during construction and operational activities, labour compliance requirements are communicated to contractors, subcontractors, and service providers working across project sites.

Child Labour Performance (FY 2025-26)

100%
of operational sites is
Child Labour free

0
Child Labour
Incidents Identified

No incidents of child labour were identified across HREPL's operations, project development activities, construction sites, or contractor workforce during FY 2025-26.

Prevention of Forced Labour

The Company prohibits all forms of forced, bonded, compulsory, trafficked, or involuntary labour. Employment relationships are based on voluntary engagement, and employees are free to terminate employment in accordance with applicable contractual and legal provisions.

These requirements extend beyond direct employees and are expected to be upheld throughout contractor and supplier relationships associated with project execution and operational activities.

Forced Labour Performance (FY 2025-26)

100%
of operational
sites is Forced
Labour free

0
Forced Labour
Incidents
Identified

No incidents of forced, bonded, compulsory, or involuntary labour were identified during the reporting period.

Freedom of Association and Workplace Dialogue

HREPL recognizes the importance of open communication and constructive workforce engagement. Employees are free to participate in lawful workplace dialogue and representation mechanisms in accordance with applicable laws and regulations. The Company seeks to maintain a workplace culture where concerns can be raised responsibly and addressed through established communication and grievance channels.

Freedom of Association Performance (FY 2025-26)

0
Operations Identified at
Risk of Restricting
Freedom of Association

0
Confirmed
Violations

No instances were identified where employees' rights to lawful association, representation, or workplace dialogue were restricted during FY 2025-26.

Non-Retaliation and Access to Remedy

Employees, contractors, suppliers, and other stakeholders are encouraged to raise concerns relating to workplace conduct, labour practices, ethical behaviour, or human rights issues through established reporting and grievance mechanisms.

HREPL's governance framework supports the confidential reporting of concerns and seeks to ensure that individuals can raise issues without fear of retaliation or adverse treatment.

Human Rights Due Diligence

As part of its broader governance and risk management framework, HREPL undertakes human rights due diligence to identify, assess, and manage potential human rights risks associated with its operations and value chain.

Given the nature of renewable energy development, particular attention is placed on contractor labour practices, workforce welfare at project sites, community interactions associated with project development, and labour standards across supplier and service provider relationships.

Human Rights Assessment Scope

Stakeholder Group	Key Areas Assessed
Employees	Workplace conduct, fair employment, grievance access, health and safety
Contractors	Labour practices, working conditions, welfare standards, legal compliance
Suppliers & Service Providers	Ethical business conduct, labour expectations, responsible sourcing
Local Communities	Stakeholder engagement, land-related considerations, community interactions

Human Rights Assessment Performance

Indicator	FY 2025-26
Human Rights Risk Assessment Conducted	YES
Employees Covered by Human Rights Requirements	YES
Stakeholders Covered under Human Rights Risk Assessment	100%
Confirmed Human Rights Violations	0

The assessment did not identify any material human rights violations requiring corrective intervention during the reporting period.

Human Rights Across the Renewable Energy Lifecycle

Human rights considerations extend beyond the workplace and form part of HREPL's project development and stakeholder engagement processes.

As renewable energy projects require long-term interaction with local communities, landowners, contractors, suppliers, and public stakeholders, maintaining transparent engagement and responsible project development practices remains essential for sustaining stakeholder trust and supporting business continuity.

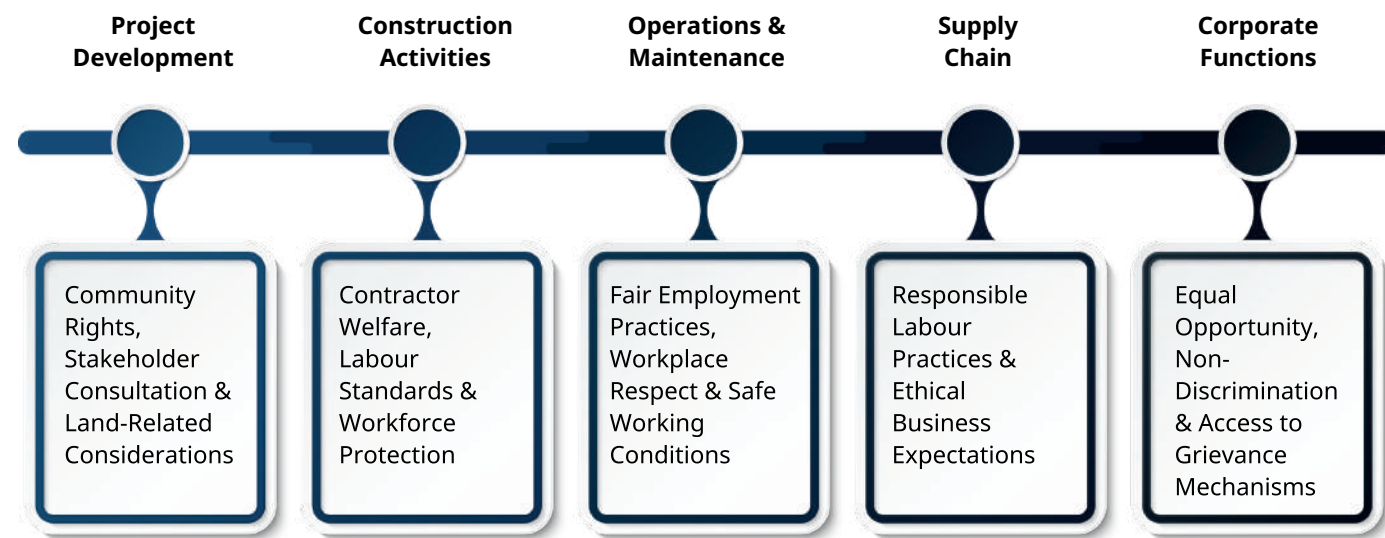
Community & Land Rights Performance

Indicator	FY 2025-26
Land Rights Disputes Reported	0
Community Protests Related to Operations	0

HREPL maintained positive relationships with local communities and stakeholders throughout this year. No material land rights disputes or community protests related to project development, construction, or operational activities were reported during the reporting period, reflecting the Company's proactive stakeholder engagement and responsible project development practices.



Human Rights Across the Renewable Energy Lifecycle



Supporting Responsible Growth

HREPL continues to strengthen its renewable energy portfolio and expand its contribution to India's clean energy transition, responsible labour practices and effective management of human rights risks will remain integral to long-term value creation. By embedding human rights considerations across project development, construction, operations, contractor engagement, and stakeholder interactions, the Company seeks to support sustainable growth while fostering trust, accountability, and responsible business conduct across its value chain.



Training, Learning & Capability Development

GRI 404

Building Capabilities for Renewable Energy Growth

Hinduja Renewables Energy Private Limited (HREPL) expands its renewable energy portfolio across solar, wind, hybrid, Pumped Storage Projects (PSP), and Battery Energy Storage Systems (BESS), workforce capability remains a strategic enabler of safe project execution, reliable asset performance, and long-term operational excellence.

Building these capabilities requires expertise across the entire renewable energy value chain, including project planning, engineering design, construction management, commissioning, operations and maintenance (O&M), SCADA and digital asset monitoring, performance analytics, grid integration, electrical safety, contract management, and stakeholder engagement. HREPL therefore focuses on strengthening both technical and leadership capabilities to support increasingly complex renewable energy infrastructure.

Capability development is integrated into every stage of the asset lifecycle, from project feasibility and construction through commissioning, asset management, predictive maintenance, performance optimization, and continuous operational improvement. This approach enables employees to manage large-scale renewable assets efficiently while supporting business resilience and India's clean energy transition.

Learning Framework

HREPL follows a structured learning and capability development approach that aligns workforce development with business priorities, operational requirements, and future growth ambitions.

HREPL Learning Journey



Learning requirements are identified based on functional responsibilities, project execution needs, technical competencies, leadership requirements, compliance obligations, and evolving business priorities. Training interventions are subsequently designed to strengthen employee capabilities while enhancing individual and organizational performance.

This approach supports the development of capabilities required for renewable energy project development, engineering excellence, operations and maintenance, safety management, commercial effectiveness, and digital transformation.



Training Performance

During FY 2025-26, HREPL continued to invest in capability development programmes focused on technical excellence, leadership effectiveness, business skills, and sustainability awareness.

Training Performance Dashboard



The training portfolio was designed to support both immediate operational requirements and long-term capability development needs across corporate functions, project teams, and operational personnel.

Capability Building Themes

HREPL's learning interventions focus on strengthening competencies that directly support project execution, operational performance, asset optimization, and leadership effectiveness.

Technical Training

Technical training programmes focused on strengthening functional knowledge relevant to renewable energy operations, engineering management, project execution, and asset performance. These programmes support the effective management of solar, wind, hybrid, and emerging clean energy assets.

Compliance & Governance Training

Training programmes also support awareness of governance requirements, ethical business conduct, contractual obligations, and regulatory expectations relevant to HREPL's operations.

Leadership Development

As the organization continues to scale its renewable energy portfolio, leadership development remains essential for strengthening decision-making, stakeholder management, team effectiveness, and organizational capability.

Sustainability & ESG Awareness

As sustainability considerations become increasingly integrated into business decision-making, ESG awareness programmes were conducted for project and operations teams to strengthen understanding of environmental, social, and governance priorities relevant to the renewable energy sector.

Safety Training

Given the operational nature of renewable energy projects, safety capability development remains an important component of workforce training. Safety learning initiatives complement the Company's broader health and safety management efforts and support safe working practices across project and operational locations.

Leadership Development

Leadership capability development forms an important component of HREPL's people strategy and supports the Company's ambition to scale responsibly while maintaining operational excellence.

During FY 2025-26, HREPL conducted several focused development initiatives aimed at strengthening leadership effectiveness, business acumen, commercial awareness, and stakeholder management capabilities.

Key Leadership Development Programmes

Programme	Focus Area
Leadership Offsite	Strategic leadership and organizational alignment
Negotiation Skills	Commercial effectiveness and stakeholder engagement
Contract Management	Commercial and project risk management
UNFOLD Coaching Sessions	Leadership capability and personal effectiveness

These programmes were designed to equip managers and leaders with the capabilities required to navigate a rapidly evolving renewable energy landscape while supporting business expansion, project execution excellence, and long-term value creation.

Performance & Career Development

Performance management and career development discussions provide an important mechanism for aligning individual aspirations with organizational requirements. These reviews support the identification of development needs, succession planning opportunities, capability gaps, and future learning priorities.

The performance review process supports continuous capability enhancement and helps ensure that employees are equipped with the skills required to contribute effectively to HREPL's growth journey.

Building a Future-Ready Renewable Energy Workforce

The renewable energy sector requires a workforce capable of managing technological advancements, evolving regulatory requirements, increasing operational complexity, and the growing integration of digital tools across asset portfolios.

Through focused investments in technical capability development, leadership effectiveness, ESG awareness, and professional growth, HREPL continues to strengthen the competencies required to support project execution, optimize asset performance, and deliver sustainable value across its renewable energy portfolio. As the Company advances its long-term growth strategy, workforce capability development will remain a key enabler of operational excellence, innovation, and responsible business performance.

Career Development Review Performance



Diversity, Equity & Inclusion

GRI 405

Human Rights in Renewable Energy Development

As Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, hybrid, fostering a diverse, equitable, and inclusive workplace remains an important enabler of long-term business success.

The renewable energy sector operates at the intersection of engineering, technology, infrastructure development, and asset management, where diverse perspectives and experiences contribute to stronger decision-making, enhanced innovation, and improved operational outcomes. As HREPL scales its project development, construction, operations, and asset management capabilities, building an inclusive workforce helps strengthen organizational resilience while supporting sustainable growth.

The Company's approach to diversity, equity, and inclusion is founded on the principles of equal opportunity, merit-based advancement, professional respect, and fair treatment. These principles are integrated across recruitment, talent development, performance management, leadership progression, and workplace practices to ensure that employees are provided equitable opportunities to contribute and succeed.

DEI Philosophy

HREPL's diversity, equity, and inclusion approach seeks to create a work environment where employees are valued for their skills, experience, and contributions, irrespective of gender, age, background, or personal characteristics. As part of its commitment to building a more diverse workforce, the Company aims to increase female representation to 18% by 2030 through inclusive hiring, talent development, and equitable career advancement opportunities. As a renewable energy company operating across geographically dispersed project locations and technical functions, HREPL recognizes that diverse teams contribute to stronger problem-solving, improved project execution, and enhanced business performance. The Company therefore promotes workplace practices that support equal opportunity, fair treatment, and professional development across all levels of the organization.

Our DEI Principles

- Equal Opportunity
- Merit-Based Advancement
- Respect & Dignity
- Inclusive Workplace Culture
- Professional Growth & Development
- Fair Access to Opportunities

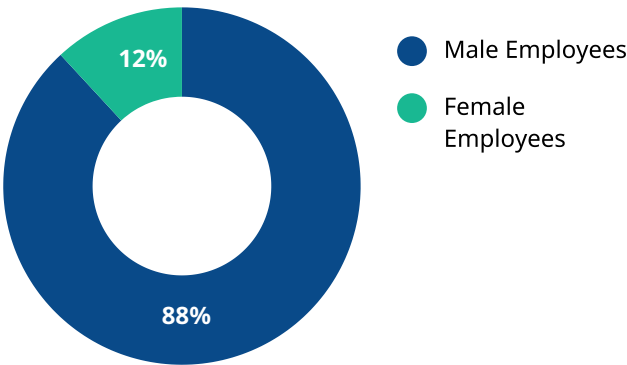
These principles support the Company's broader objective of building a future-ready workforce capable of driving innovation, operational excellence, and sustainable growth across the renewable energy value chain.

Gender Diversity Profile

The renewable energy and infrastructure sectors have traditionally experienced lower female representation due to the technical and operational nature of many roles. Recognizing this industry-wide challenge, HREPL continues to focus on creating an inclusive workplace that supports broader participation across professional, technical, and leadership positions.

During FY 2025-26, women represented approximately 12% of HREPL's workforce, while men represented approximately 88%.

Gender Diversity Profile



While workforce composition reflects the specialized technical nature of the renewable energy sector, HREPL remains focused on ensuring equal access to employment opportunities, capability development programmes, leadership pathways, and career progression opportunities across the organization.

Women Representation Across Management Levels

Diversity in leadership contributes to stronger governance, broader perspectives, and improved organizational decision-making. HREPL therefore seeks to strengthen representation across management levels while ensuring that advancement opportunities are based on performance, capability, and leadership potential.

Management Level	Female Representation
Junior Management	05
Middle Management	16
Senior Management	02
Top Management	00
Trainee	04

The Company continues to evaluate opportunities to strengthen diversity across technical, managerial, and leadership positions as part of its long-term talent strategy.

Governance Diversity

Diversity is also reflected within HREPL's governance structure. The Board composition includes female representation, supporting broader perspectives in governance and strategic decision-making.

Governance Diversity Snapshot

Diversity Indicator	FY 2025-26
Men Directors on the Board	04
Women Directors on the Board	00

The governance framework promotes equitable participation and supports decision-making that reflects diverse experiences and viewpoints.



Inclusive Workplace Practices

HREPL's approach to inclusion extends beyond workforce representation and focuses on creating a workplace culture that promotes fairness, dignity, and professional growth.

As project teams operate across corporate offices, project development locations, construction sites, and operational facilities, maintaining a respectful and inclusive work environment remains essential for effective collaboration and organizational performance.

Inclusive Workplace Priorities

Equal Opportunity

Employment decisions are based on qualifications, competencies, experience, and business requirements, ensuring fair access to opportunities across the employee lifecycle.

Merit-Based Advancement

Career progression and leadership opportunities are guided by performance, capability development, and demonstrated potential, supporting transparent and equitable advancement practices.

Fair Recruitment Practices

Recruitment processes are designed to attract talent from diverse backgrounds while maintaining consistency, objectivity, and merit-based selection practices.

Respectful Workplace Environment

The Company promotes professional conduct, workplace respect, and a culture where employees can contribute effectively without fear of discrimination, harassment, or unfair treatment.

Diversity Across the Renewable Energy Value Chain

HREPL expands its renewable energy footprint, workforce diversity supports stronger project delivery, operational effectiveness, innovation, and stakeholder engagement.

Different perspectives contribute to improved problem-solving across project development, engineering design, construction management, operations and maintenance, asset monitoring, and business support functions. Building an inclusive workforce therefore remains an important component of the Company's long-term growth strategy and talent development agenda.

DEI Focus Areas

- Gender Inclusion
- Equal Opportunity
- Fair Employment Practices

- Respect & Dignity
- Leadership Development
- Inclusive Workplace Culture

Enabling Sustainable Growth Through Inclusion

HREPL continues to contribute to India's clean energy transition, diversity, equity, and inclusion will remain integral to building a resilient, future-ready workforce. By fostering equal opportunity, supporting professional growth, and creating an inclusive work environment, the Company seeks to strengthen organizational capability while creating long-term value for employees, stakeholders, and the communities it serves.

Through its people practices and leadership approach, HREPL continues to build a workplace where talent, performance, and potential drive success, enabling the organization to meet the evolving demands of the renewable energy sector.

Employee Engagement, Wellbeing & Retention

GRI 401, GRI 403

Building Capabilities for Renewable Energy Growth

As Hinduja Renewables Energy Private Limited (HREPL) continues to expand its renewable energy portfolio across solar, wind, hybrid, attracting, engaging, and retaining skilled talent remains critical to sustaining operational excellence and long-term business growth.

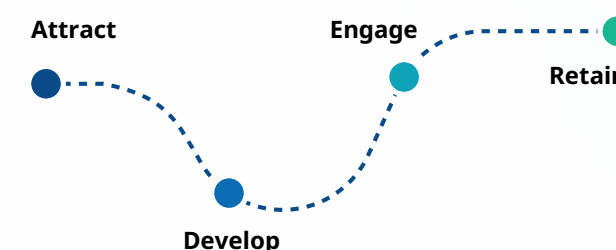
The successful development, execution, operation, and optimization of renewable energy assets depend on a workforce that is engaged, motivated, and aligned with the Company's purpose and growth ambitions. From project development and engineering teams to operations, asset management, commercial, and corporate functions, employee experience plays a significant role in driving project delivery, operational reliability, innovation, and stakeholder value creation.

HREPL's employee engagement approach focuses on creating an environment where employees are supported through meaningful work, professional development opportunities, recognition programmes, wellbeing initiatives, and equitable people practices. This integrated approach strengthens employee commitment while enabling the organization to build a resilient and future-ready workforce capable of supporting India's energy transition.

Employee Experience Framework

HREPL's people strategy is designed around the employee lifecycle, ensuring that employees receive support and opportunities throughout their professional journey with the organization.

Employee Experience Journey



This framework supports the attraction of skilled professionals, the development of technical and leadership capabilities, meaningful employee engagement, and long-term retention of talent required to support HREPL's renewable energy growth strategy.

By aligning employee experience with business priorities, the Company seeks to strengthen workforce stability, organizational capability, and leadership readiness across its expanding renewable energy portfolio.

Employee Wellbeing

The renewable energy sector often requires employees to operate across project locations, construction sites, operational facilities, and corporate offices. Recognizing the diverse nature of these work environments, HREPL seeks to promote employee wellbeing through initiatives that support physical health, mental wellbeing, workplace flexibility, and professional growth.

The Company's wellbeing approach complements its broader health and safety framework by focusing on employee wellness, engagement, and quality of work life.



Wellbeing Focus Areas

Physical Wellbeing

Workplace health initiatives, preventive health awareness, and safe working environments support employee wellbeing across offices and operational locations.

Work-Life Balance

People practices are designed to support employee productivity while enabling individuals to effectively manage professional and personal responsibilities.

Mental Wellbeing

The Company seeks to foster a supportive workplace culture that encourages open communication, professional support, and employee wellbeing.

Employee Health Programmes

Health-related initiatives contribute to workforce wellbeing and support employee engagement across different functions and locations.



Recognition & Rewards

As HREPL continues to scale its renewable energy operations, recognizing employee contributions remains an important component of its employee engagement strategy. Recognition programmes help reinforce organizational values, encourage collaboration, and acknowledge employees who contribute significantly to business performance, innovation, project execution, and operational excellence.

Employee Recognition Programmes



CEO Awards

Recognizes outstanding performance, leadership, and exceptional contributions to organizational success



Impact Awards

Recognizes employees for immediate contributions, exceptional effort, and measurable business impact

These initiatives support a culture of appreciation and help strengthen employee motivation, engagement, and organizational commitment.

Employee Benefits

HREPL provides employee benefits designed to support financial wellbeing, workplace security, and overall employee welfare. These benefits form an important component of the Company's employee value proposition and contribute to attracting and retaining talent within the renewable energy sector.

Key Employee Benefits

100%

of employee cover under Medical & Health Benefits

100%

of employee cover under Insurance

100%

of Employee cover in Welfare Programmes

100%

of employee cover under Retirement Benefits

100%

of employee cover under Leave Benefits

100%

of employee eligilbe under Car Lease Policy

During FY 2025-26, HREPL introduced a Car Lease Policy to provide eligible employees with access to a company-supported vehicle leasing benefit, further strengthening the employee benefits framework.



Retention & Engagement

The renewable energy industry continues to experience increasing demand for skilled professionals across engineering, project management, operations, asset optimization, digital technologies, and commercial functions. In this environment, employee retention remains an important indicator of organizational health and workforce stability.

HREPL's retention approach is supported by capability development initiatives, leadership engagement, recognition programmes, employee wellbeing efforts, and opportunities for professional growth.

Employee Engagement in Action

Employee engagement extends beyond formal policies and programmes. Through leadership interactions, recognition initiatives, performance discussions, capability development programmes, and workplace communication channels, HREPL seeks to foster a culture of collaboration, accountability, and shared purpose.

As the organization expands its renewable energy footprint, maintaining strong employee engagement will remain essential for sustaining operational excellence, strengthening organizational culture, and delivering long-term business performance.

By 2030, HREPL aims to conduct at least five employee welfare programmes and awareness sessions annually to promote employee well-being, enhance workplace awareness, and strengthen a culture of engagement, safety, and continuous learning.

Enabling Sustainable Growth Through People

HREPL's long-term growth is driven by the expertise, commitment, and capabilities of its people across project development, engineering, construction, operations, asset management, and corporate functions. As the Company expands its renewable energy portfolio across solar, wind, hybrid, PSP, and BESS projects, it continues to invest in technical capability development, leadership effectiveness, employee wellbeing, and performance excellence to support safe, reliable, and efficient project execution.

By fostering a high-performance and learning-oriented work environment, HREPL strengthens workforce productivity, enhances operational resilience, supports innovation and digital transformation, and builds the organizational capabilities required to deliver sustainable business growth and India's clean energy transition over the long term.



Community Engagement & CSR Impact

Communities play a vital role in enabling a sustainable and inclusive energy transition. Through partnerships with the Hinduja Foundation, Ambuja Foundation, Learning Links Foundation and the Centre for Environmental Research and Education (CERE), Hinduja Renewables Energy Private Limited (HREPL) continued to invest in programmes that strengthen water security, improve educational outcomes and enhance environmental resilience. During FY 2025-26, these initiatives supported climate-vulnerable communities across Rajasthan, Gujarat, Karnataka and Maharashtra through sustainable infrastructure, capacity building and community participation.

Sustainable Water Management Project

Gajner, Bikaner, Rajasthan

Implemented in partnership with the Ambuja Foundation, the Sustainable Water Management Project addressed water scarcity across Gajner, Modiya Mansar and Kodam Desar villages. Located in a semi-arid region characterized by erratic rainfall, high temperatures and elevated salinity levels, these communities face persistent challenges in accessing safe water for domestic use.

The project focused on creating decentralized water storage infrastructure through Roof Rainwater Harvesting Systems (RRWHS) and restoring traditional community water assets. During FY 2025-26, 38 RRWHS units were completed, creating 602,136 litres of water storage capacity for participating households. In addition, the Modiya Community Pond was revived through desilting activities, creating 6,175 cubic metres of additional storage capacity that supports community water needs and livestock.

Alongside infrastructure development, water literacy programmes promoted responsible water use, groundwater conservation and community stewardship, helping build long-term resilience against water stress.

Impact Highlights

38 RRWHS Completed	Up to 5,500 Livestock Supported	602,136 Litres Water Storage Capacity Created
260 Individuals Benefitted	115 Women Beneficiaries	46 Awareness Sessions Conducted
1 Community Pond Revived	6,175 m³ Additional Pond Storage Capacity	3,862 Community Members Reached





Sustainable Water Management Project

Bap Block, Phalodi, Rajasthan

HREPL expanded its water stewardship efforts to nine villages across the Rawra and Ghator Gram Panchayats in Rajasthan's water-stressed Bap Block. The project adopted an integrated water management approach that combined rainwater harvesting, community water infrastructure, agricultural water conservation and capacity building.

During the year, 49 Roof Rainwater Harvesting Systems were completed, creating 759,792 litres of household water storage capacity. An additional 20 pipeline connections were installed to connect existing storage tanks with rooftop harvesting systems, extending water capture capacity by 309,347 litres. The Rawra community pond was revived through desilting and strengthening works, increasing storage capacity to 10,200 cubic metres and improving water availability for both households and livestock.

To strengthen agricultural resilience, two plastic-lined farm ponds were constructed to support irrigation and reduce pressure on groundwater resources. The project also included water quality testing for salinity and fluoride, climate-smart agriculture awareness, water budgeting initiatives and community-led resource management practices. Women-led participation through Sujal Saheli Groups further strengthened community ownership and stewardship of water resources.

Impact Highlights

9 Villages Covered	49 RRWHS Completed	2 Farm Ponds Constructed	309,347 Litres Additional Water Storage Linked
1,131 Families Targeted	3,500–4,500 Livestock Supported	1,080 Individuals Benefitted Through Pond Restoration	10,200 m³ Pond Storage Capacity Created
6,057 Population Reached	20 Pipeline Connections Installed	4,751 m³ Irrigation Water Capacity Created	759,792 Litres Household Water Storage Capacity Created
1 Community Pond Revived			

Women as Water Stewards

A key feature of the Rajasthan water programmes was the active participation of women in planning, implementation and stewardship activities. Through community engagement platforms such as Sujal Saheli Groups, women played an important role in promoting water conservation, household water management and community awareness. These initiatives helped strengthen local ownership while supporting more inclusive and sustainable water governance.





Solar-Powered Water ATM Initiative Mallat Village, Karnataka

To improve access to safe drinking water for students, HREPL supported the installation of a solar-powered Water ATM system at the KGV School and Hostel in Mallat Village, Karnataka. The project combined renewable energy, water purification and rainwater harvesting infrastructure to create a sustainable drinking water solution for the institution.

The intervention included a 1.1 kW solar-powered filtration and dispensing system, rooftop rainwater harvesting infrastructure and groundwater recharge mechanisms. Dedicated overhead storage facilities were installed, while water reuse systems enabled the recharge of reject and drainage water. Additional improvements included strengthening water supply infrastructure and restoring access to sanitation facilities that were previously underutilized due to water shortages.

Impact Highlights

- Solar-powered water filtration and dispensing system installed
- 100% rooftop rainwater harvesting achieved
- Groundwater recharge and water reuse mechanisms established
- Dedicated water storage infrastructure created
- School sanitation facilities improved
- Reliable access to safe drinking water enabled for students



Road to School Programme Banaskantha, Gujarat

Through the Road to School Programme implemented by the Learning Links Foundation, HREPL supported the holistic development of students studying in government primary schools in Banaskantha district. The programme focused on strengthening foundational literacy and numeracy skills while promoting student wellbeing through experiential and activity-based learning.

Students participated in literacy, numeracy and wellness sessions throughout the year, complemented by educational field visits, cultural activities and awareness programmes. Teacher development remained a key focus area, with dedicated training aimed at creating more interactive and engaging classroom environments.

Impact Highlights

345 Students Reached	50.72% Girls Participation	49.28% Boys Participation	14 Teachers Trained
640 Literacy Sessions Conducted	552 Numeracy Sessions Conducted	416 Wellness Sessions Conducted	





Rainwater Harvesting and Wastewater Recycling Project SRPF Group 1 Campus, Pune

At the 250-acre SRPF Group 1 Campus in Pune, HREPL supported a large-scale water stewardship initiative designed to strengthen water security, enhance groundwater recharge and reduce dependence on external water sources.

The project included the construction of 13 deep recharge pits, 55 stormwater recharge interventions and 400 square metres of water absorption trenches. A 250-metre nalla was restored and equipped with removable bunds to facilitate natural treatment of greywater generated by residential quarters. Wastewater recycling infrastructure was established to transfer treated water for landscape and plantation use, while floating reed beds and aerators were deployed to improve water quality and ecological health within campus ponds.

Impact Highlights

13

Deep
Recharge Pits
Constructed

55

Stormwater Recharge
Interventions

400 m²

Water Absorption
Trenches

250 m

Nalla Restored

215 Million Litres

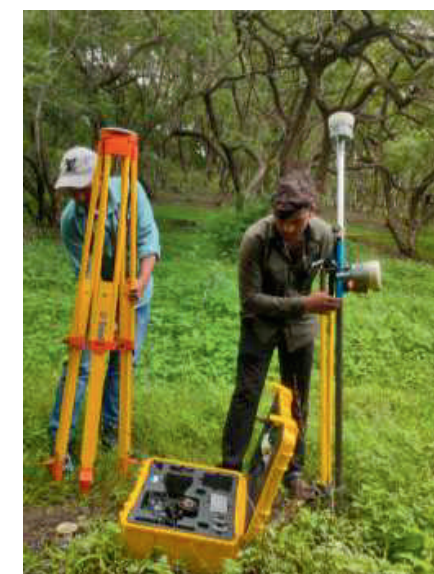
Annual Rainwater
Recharge Potential

21.9 Million Litres

Annual Wastewater
Recycling Capacity

**Approximately
4,000 Residents**

Direct Beneficiaries





Urban Afforestation and Carbon Sequestration Initiative Pune, Maharashtra

To strengthen ecosystem resilience and enhance green cover, HREPL supported urban afforestation initiatives at the SRPF Group 1 Campus in Pune. The programme focused on restoring ecological value through native species plantation while creating long-term carbon sequestration benefits.

During FY 2025-26, 1,200 native trees representing 55 species were planted across the campus. The initiative is expected to sequester approximately 326.3 metric tonnes of carbon dioxide over a 15-year period while supporting biodiversity enhancement, habitat creation and environmental improvement.

Impact Highlights

1,200

Native Trees
Planted

55

Species
Introduced

15 Years

Projected
Assessment Period

326.3 MT CO₂

Estimated Carbon
Sequestration Potential

**Approximately
4,000 Residents**

Campus Beneficiaries



CARBON SEQUESTRATION CERTIFICATE

05 March 2026

Presented to

**HINDUJA
RENEWABLES
ENERGY PVT LTD**

For Offsetting Over 15 Years

326.3 MT* of CO₂

With The Plantation Of

1,200 Native Trees

In Pune,
Maharashtra



**URBAN
AFFORESTATION
PROJECT**

Rashneh Pardiwala

Dr. Rashneh N. Pardiwala
Founder & Director, CERE

* Assessment methodology has been verified by a third party in accordance with the ISAE 3410 standard.

Gajner, Bikaner District,
Rajasthan

To strengthen water resilience in water-scarce communities, HREPL, through the Hinduja Foundation, supported the development of decentralized rainwater harvesting infrastructure in Gajner. The initiative focuses on capturing and storing rainwater through community-based interventions, improving groundwater recharge, enhancing local water availability, and supporting sustainable water management in the region.

Impact Highlights

- 14.75 million litres**
Annual water harvesting capacity
- 25**
individual rooftop rainwater harvesting systems installed
- 5**
Community rooftop rainwater harvesting systems developed
- 20**
Farm tankas constructed
- 20**
Existing rainwater harvesting structures revived
- 2**
Village ponds deepened
- Strengthens long-term community water security and groundwater recharge

CERTIFICATE OF
CONTRIBUTION TO
WATER HARVESTING & RECHARGING

31st March 2026
Presented to


for supporting the annual water harvesting capacity of

1,47,53,961 Liters
by developing

Individual Rooftop Rainwater Harvesting System	25
Community Rooftop Rainwater Harvesting System	05
Farm Tanka	20
Revival Of existing RRWHS	20
Village Pond Deepening	02

in Gajner of Bikaner District (State - Rajasthan)

SUSTAINABLE WATER
MANAGEMENT
PROJECT


Ambuja Foundation

SUPPORTED BY
HINDUJA FOUNDATION

Rawra, Phalodi District,
Rajasthan

Building on its commitment to community water stewardship, HREPL supported similar rainwater harvesting interventions in Rawra to improve water availability and strengthen resilience against water scarcity. The initiative combines decentralized water conservation infrastructure with community participation to enhance groundwater recharge and promote sustainable water resource management.

Impact Highlights

- 10.92 million litres**
Annual water harvesting capacity
- 25**
Individual rooftop rainwater harvesting systems installed
- 5**
Community rooftop rainwater harvesting systems developed
- 20**
Farm tankas constructed
- 20**
Existing rainwater harvesting structures revived
- 2**
Village ponds deepened
- Contributes to improved groundwater availability and sustainable rural water management

CERTIFICATE OF
CONTRIBUTION TO
WATER HARVESTING & RECHARGING

31st March 2026
Presented to


for supporting the annual water harvesting capacity of

10,924,721 Liters
by developing

Individual Rooftop Rainwater Harvesting System	25
Community Rooftop Rainwater Harvesting System	05
Farm Tanka	20
Revival Of existing RRWHS	20
Village Pond Deepening	02

in Rawra of Phalodi District (State - Rajasthan)

SUSTAINABLE WATER
MANAGEMENT
PROJECT


Ambuja Foundation

SUPPORTED BY
HINDUJA FOUNDATION



Environmental Stewardship Recognition

The impact of HREPL-supported environmental initiatives was recognized through certifications issued by the Centre for Environmental Research and Education (CERE). These recognitions acknowledged contributions towards rainwater recharge, wastewater recycling and carbon sequestration through nature-based environmental interventions.

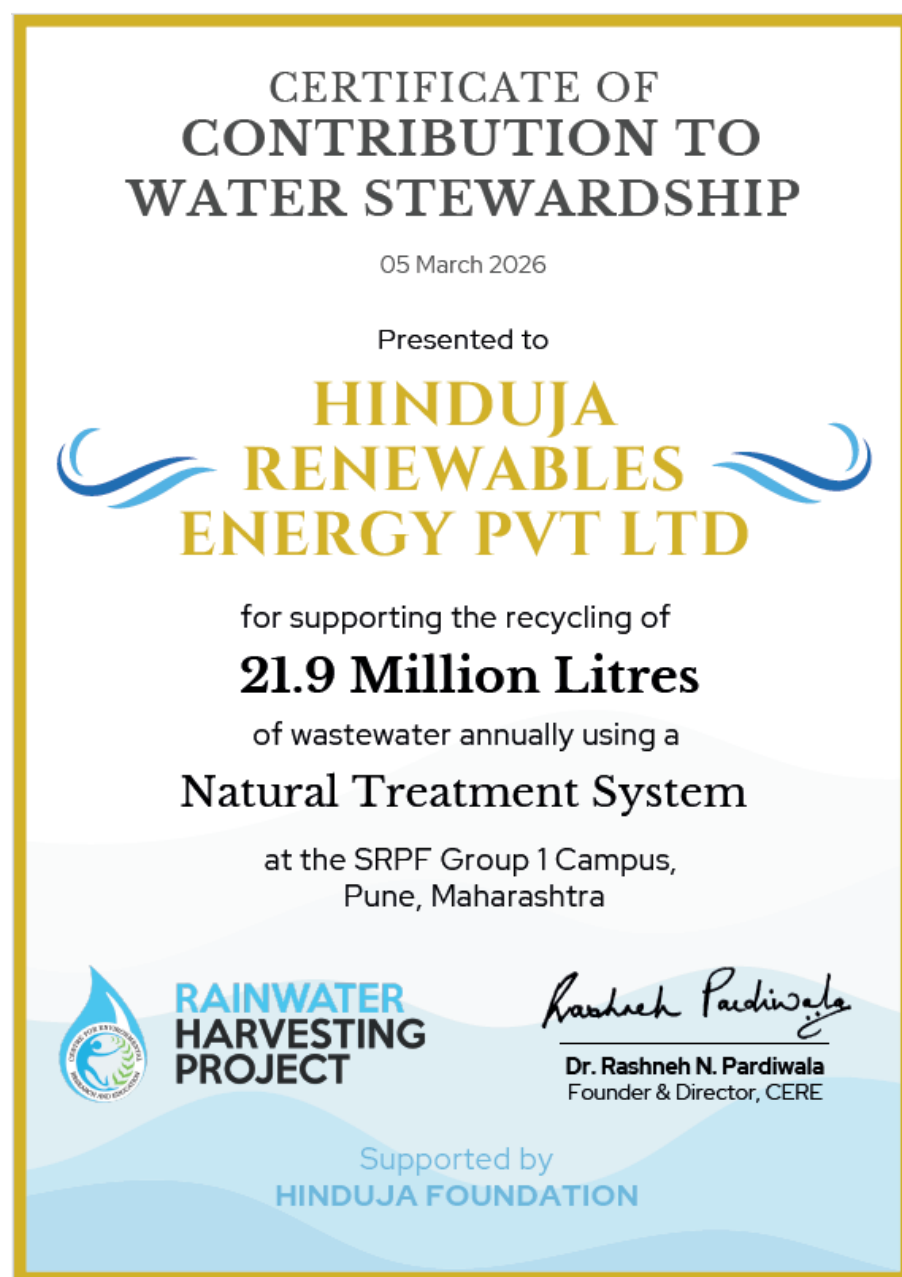
Certified Environmental Impact

21.9 Million Litres
Annual Rainwater
Recharge Supported

1,200
Native Trees Covered
Under Certification

21.9 Million Litres
Annual Wastewater
Recycling Supported

326.3 MT CO₂
(15 Years)
Carbon Sequestration
Potential



Water Literacy and Community Awareness

Sustainable water management requires not only infrastructure but also informed and responsible resource use. To strengthen community awareness, water literacy programmes were conducted across project locations in Rajasthan, focusing on water conservation, groundwater recharge, soil moisture management and responsible water consumption practices.

Through community meetings, awareness campaigns and interactive discussions, households were encouraged to adopt water-efficient behaviours and participate in the long-term stewardship of water assets created under the Sustainable Water Management Projects. During FY 2025-26, 46 awareness sessions were conducted, reaching 3,862 community members and contributing to a stronger culture of water conservation within participating villages.

Impact Highlights

- 46 awareness sessions conducted
- 3,862 community members reached
- Focus on water conservation and groundwater recharge
- Strengthened community participation in water stewardship





Water Quality Monitoring and Awareness

Water quality is an integral component of long-term water security and community well-being. In selected project locations across Rajasthan, naturally occurring salinity and elevated fluoride concentrations present challenges to the availability of safe and potable water. To support informed water resource management, HREPL facilitated water quality assessments to evaluate key physicochemical parameters and identify potential water quality risks. The findings were used to strengthen community awareness, promote safe water management practices, and support informed decision-making regarding household water use. These initiatives complemented the Company's broader water stewardship efforts and contributed to enhancing the effectiveness and sustainability of community water security interventions.

Focus Areas

- Water quality assessment
- Salinity awareness
- Fluoride risk identification
- Community sensitization on safe water practices



Women-Led Water Stewardship

Women are often the primary managers of household water resources and are disproportionately affected by water scarcity. Recognizing their critical role, the Sustainable Water Management Projects promoted active participation of women through community engagement platforms such as Sujal Saheli Groups.

These groups contributed to awareness generation, community mobilization and responsible water management practices while strengthening local ownership of project assets. By encouraging women's participation in planning and stewardship activities, the programme supported more inclusive and sustainable water governance within participating communities.

Key Outcomes

- Increased participation of women in water governance
- Strengthened community ownership of water assets
- Improved awareness of water conservation practices
- Enhanced local stewardship and accountability





Climate-Smart Agriculture and Water Budgeting

Agriculture remains highly dependent on water availability in Rajasthan's arid and semi-arid regions. To improve resilience against climate variability, the Sustainable Water Management Projects incorporated awareness initiatives focused on climate-smart agriculture and efficient water management.

Training and community engagement activities encouraged farmers to adopt practices that improve water-use efficiency, strengthen soil moisture retention and reduce pressure on groundwater resources. Water budgeting exercises further helped communities understand local water availability and promote more sustainable resource allocation practices.

Focus Areas

- Climate-resilient agricultural practices
- Water-use efficiency
- Water budgeting and resource planning
- Sustainable irrigation awareness

Promoting Holistic Student Development

Beyond academic learning, the Road to School Programme emphasized the holistic development of students through wellness, experiential learning and community engagement activities. Throughout the year, students participated in educational visits, awareness programmes and interactive learning experiences designed to strengthen life skills, health awareness and social development.

Special observances such as International Yoga Day, Independence Day and Ganesh Chaturthi were integrated into the programme to encourage cultural participation, environmental awareness and responsible citizenship. Students also engaged in eco-friendly idol-making activities and wellness-focused initiatives that reinforced the importance of sustainable practices, teamwork and community values. These experiences complemented classroom learning and contributed to a more engaging and inclusive educational environment.

Key Outcomes

- International Yoga Day celebrations
- Independence Day programmes
- Eco-friendly Ganesh Chaturthi activities
- Student wellness and awareness initiatives
- Educational field visits and experiential learning programmes





Student Wellness and Experiential Learning

Beyond academic development, the Road to School Programme focused on nurturing student wellbeing and life skills through experiential learning opportunities and wellness-focused activities.

Students participated in educational visits to local health centres, post offices and dairy enterprises to gain practical exposure to community institutions and occupations. Wellness initiatives, including awareness sessions, quizzes and celebrations of important social and cultural events, helped reinforce concepts related to health, emotional wellbeing and responsible citizenship.

Key Activities

- Educational field visits
- Wellness awareness sessions
- Student quiz competitions
- Yoga and cultural engagement activities
- Life skills and community learning experiences



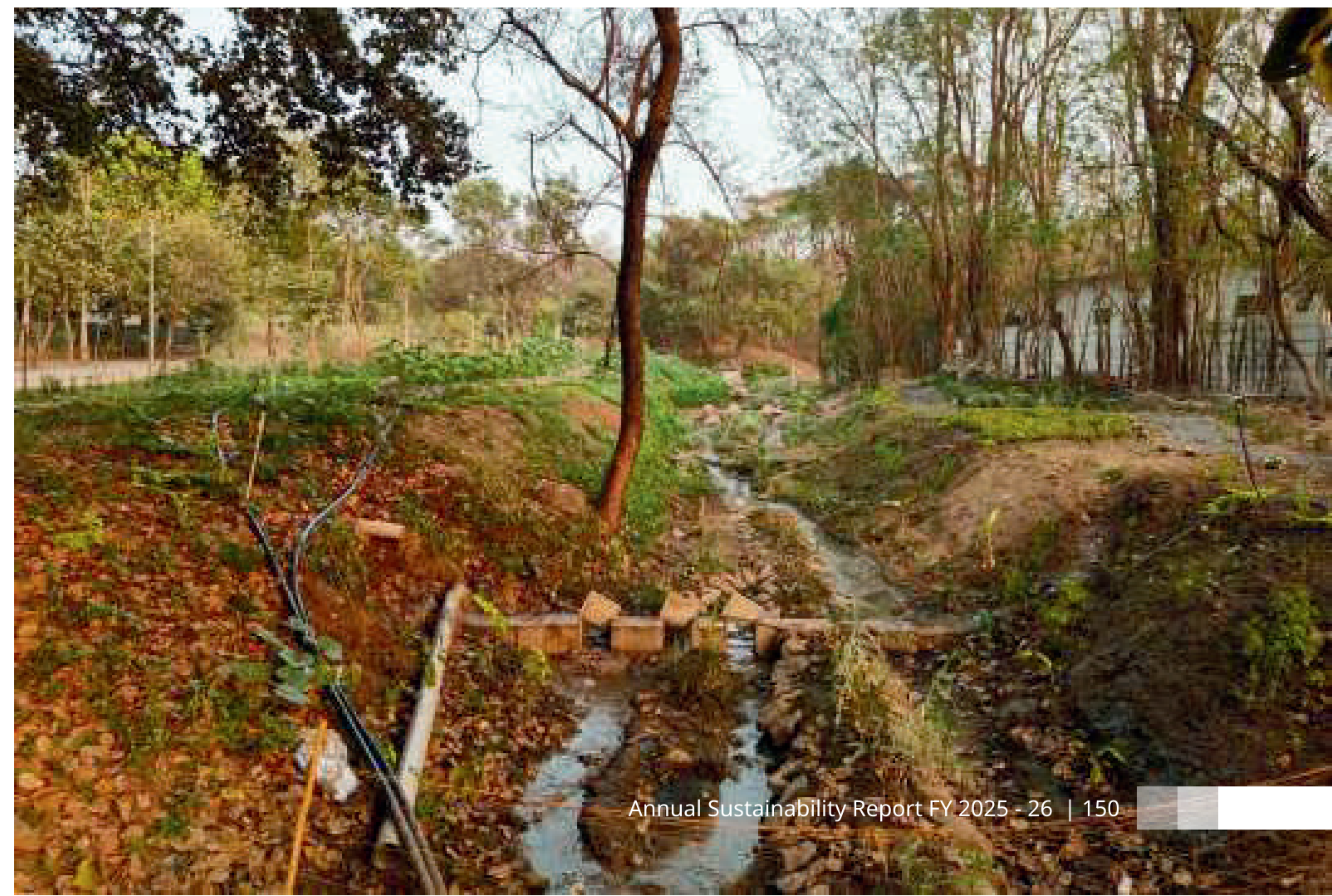
Aquatic Ecosystem Restoration

As part of the SRPF Group 1 Campus water stewardship initiative, ecological restoration measures were implemented to improve water quality and enhance the health of local aquatic ecosystems.

The intervention included the installation of floating reed beds and aeration systems designed to reduce algal growth, improve dissolved oxygen levels and support healthier aquatic habitats. These nature-based solutions contribute to improved ecosystem functioning while enhancing the environmental value of campus water bodies.

Key Outcomes

- 100 m² floating reed beds deployed
- Two floating aerators installed
- Improved pond water quality
- Enhanced aquatic ecosystem health
- Strengthened biodiversity within campus water bodies





Community Ownership in Action

Community participation remained a defining feature of HREPL's water stewardship initiatives. Beneficiary households and local communities made significant financial contributions towards the development of water infrastructure, reinforcing ownership and long-term sustainability.

For household rainwater harvesting systems, communities contributed approximately 66% of project costs, while community-led investments accounted for nearly 71% of pond restoration expenditures. This collaborative model strengthened accountability, encouraged local stewardship and enhanced the long-term effectiveness of project assets.

Community Contribution Highlights

- 66% contribution towards household RRWHS infrastructure
- 71% contribution towards community pond restoration
- Strong local ownership and accountability
- Enhanced long-term sustainability of created assets

Rawra Village Water Security Initiative

As part of the Sustainable Water Management Project in Rajasthan's Bap Block, targeted interventions were implemented in Rawra Gram Panchayat to improve water security and strengthen community resilience in a region facing chronic water scarcity. The initiative focused on expanding household rainwater harvesting infrastructure while revitalizing traditional community water assets to improve water availability for domestic use, livestock and groundwater recharge.

During FY 2025-26, 26 Roof Rainwater Harvesting Systems (RRWHS) were completed and 20 household pipeline connections were installed to enhance rainwater capture and storage. The Rawra Community Pond was also revived through desilting and excavation activities, creating significant water storage capacity and strengthening local water resources. The project was characterized by strong community participation, with beneficiaries contributing substantially towards project implementation and long-term stewardship.

Impact Highlights

- 26 RRWHS completed
- 20 household pipeline connections installed
- 10,200 m³ community pond storage capacity created
- 250 households benefitted
- Approximately 5,500 livestock supported





Ghator Village Water Resilience Initiative

To enhance water availability and support climate-resilient livelihoods, HREPL supported water conservation interventions in Ghator Gram Panchayat under the Sustainable Water Management Project. The initiative focused on strengthening household water security while improving agricultural resilience through rainwater harvesting and farm pond development.

During the year, 23 Roof Rainwater Harvesting Systems were constructed, enabling households to capture and store rainwater for domestic use. In addition, two farm ponds were developed to support irrigation needs and reduce dependence on groundwater resources. These interventions contribute to improved water availability, sustainable agricultural practices and enhanced resilience against climate variability in water-stressed communities.

Impact Highlights

- 23 RRWHS completed
- 2 farm ponds constructed
- Approximately 4 million litres of farm water storage capacity created
- Improved irrigation water availability
- Strengthened agricultural resilience through community participation



Teacher Empowerment Through Classroom Makeover Training

Teachers play a vital role in creating engaging and effective learning environments. Under the Road to School Programme, dedicated Classroom Makeover training sessions were organized to strengthen teaching practices and support innovative classroom management approaches.

The programme equipped teachers with practical tools to create interactive, print-rich and activity-based learning environments using locally available resources. By enhancing teacher capacity, the initiative contributed to improved classroom engagement and more effective learning experiences for students.

Impact Highlights

- 14 teachers trained
- Activity-based learning methodologies promoted
- Interactive classroom environments strengthened
- Use of low-cost and locally available teaching resources encouraged





Indices & Framework Alignment



GRI Index

GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
2-1	Organization Details	All	05, 15
2-2	Entities include in organization's sustainability report	All	07
2-3	Reporting period	All	05, 07
2-4	Restatements of information	Principle 10	05, 06
2-5	External Assurance	Principle 10	05, 06
2-6	Activities, value chain and other business relationship	Principle 1, 6	15, 23, 25
2-7	Employee	Principle 3-6	15, 109
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2-9	Governance structure and composition	Principle 10	49
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2-11	Chair of the highest governance body	Principle 10	49

GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
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2-14	Role of the highest governance body in sustainability reporting	Principle 1,8,10	49, 53
2-15	Conflicts of interest	Principle 10	-
2-16	Communication of critical concerns	Principle 1	-
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2-20	Process to determine remuneration	Principle 10	-
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GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
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2-25	Processes to remediate negative impacts	Principle 1,2	-
2-26	Mechanisms for seeking advice and raising concerns	Principle 1,10	-
2-27	Compliance with laws and regulations	Principle 10	-
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GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
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203-2	Significant Indirect Economic Impacts		-
204-1	Proportion Of Spending On Local Suppliers	Principle 6,1	-
205-1	Operations Assessed For Risks Related To Corruption	Principle 10	-
205-2	Communication And Training About Anti-Corruption Policies And Procedures	Principle 10	-
205-3	Confirmed Incidents Of Corruption And Actions Taken	Principle 10	-
206-1	Legal Actions For Anti-Competitive Behaviour, Anti-Trust, And Monopoly Practices	Principle 10	-
207-1	Approach To Tax	Principle 10	-
207-2	Tax Governance, Control, And Risk Management	Principle 10	-



GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
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301-2	Recycled Input Materials Used	Principle 8	-
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308-2	Negative environmental impacts in the supply chain and actions taken	Principle 8	-
401-1	New employee hires and employee turnover	Principle 6	111



GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
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403-2	Hazard identification, risk assessment, and incident investigation	Principle 6	113
403-3	Occupational health services	Principle 6	114
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GRI Standard	Disclosure	Alignment with UNGC Principles	Page Number
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405-2	Ratio of basic salary and remuneration of women to men	Principle 1	-
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408-1	Operations and suppliers at significant risk for incidents of child labour	Principle 5	-
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Principle 4	-
410-1	Security personnel trained in human rights policies or procedures	Principle 1,2	-
411-1	Incidents of violations involving rights of indigenous peoples		-
413-1	Incidents of violations involving rights of indigenous peoples	Principle 1,2	-
413-2	Operations with significant actual and potential negative impacts on local communities	Principle 1,2	-
414-1	New suppliers that were screened using social criteria	Principle 1-6	102
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415-1	Political contributions	Principle 1	-
416-1	Assessment of the health and safety impacts of product and service categories	Principle 1	-



Notes

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