



SAATVIK
FOR A BETTER FUTURE

POWERING PROGRESS

GROWING TOGETHER FOR
A GREENER FUTURE



SUSTAINABILITY REPORT
FY 2024-25

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ABOUT THE REPORT

Saatvik Group, herein after referred to as “we,” “us,” “our Company,” or “Saatvik,” is a pioneering force in the field of clean and high quality solar energy solutions. We are proud to introduce our first Sustainability Report which marks a defining milestone in our ESG journey and demonstrates how sustainability principles are integrated into our strategy, operations, and stakeholder value creation. This report marks a significant milestone in our ongoing commitment towards sustainability. Moving forward, we are committed to publishing our sustainability report annually, with each report serving to deepen our disclosures and further elevate our sustainability performance. It will also ensure transparency, continuous improvement, and accountability to our stakeholders.



This sustainability report reflects our unwavering commitment to impactful sustainability practices and furthering our push towards a low carbon economy. Our report has been developed on the theme ‘Powering Progress: Growing together for a greener future’, symbolizing our long-term vision of sustainable growth driven by collaboration, innovation, and responsibility..

The Report has been prepared to communicate Saatvik’s environmental, social, and governance (ESG) performance risks, opportunities and future roadmap in a structured and measurable manner. It also aims to align Saatvik’s sustainability journey with India’s national goals under the SEBI BRSR framework, the National Guidelines on Responsible Business Conduct (NGRBC), and the UN Sustainable Development Goals (SDGs).

Saatvik has reported with reference to the Global Reporting Initiative (GRI) Standards 2021 and in alignment with the Business Responsibility and Sustainability Report (BRSR) and United Nations Sustainable Development Goals (SDG) frameworks. The reporting period is from 1 April 2024 to 31 March 2025. The Universal Standards and Topic Standards detailed in the GRI 2021 Standards were considered while preparing this Report. Our reporting approach aligns with the disclosure requirements of these reporting frameworks and ensures accurate and transparent reporting of sustainability performance and impacts.

Saatvik reports “with reference to” the GRI Standards for FY 2024–25, as this inaugural report focuses on building data maturity and disclosure completeness. In future reports, we aim to transition to “in accordance with” GRI and adopt India’s BRSR framework.

Saatvik’s sustainability reporting covers all key entities within its operational scope:

- ◆ **Saatvik Green Energy Limited**
- ◆ **Saatvik Solar Industries Private Limited**

The reporting boundary is based on the operational control approach, ensuring that all data and disclosures reflect activities where Saatvik has direct management control. This comprehensive reporting approach ensures that the report reflects the full spectrum of our activities and impact across the renewable energy value chain.

Currently, supply chain operations and assets under construction are excluded from the reporting boundary. However, we plan to progressively include our value chain partners, suppliers, logistics, and product end-of-life data in future reports to provide a more holistic view of our sustainability performance.

All data presented in this Report has been validated internally by Saatvik’s sustainability team and relevant department heads through multi-level review to ensure accuracy and consistency.



The topics and disclosures covered in this Report are guided by Saatvik's preliminary materiality analysis, which identifies the ESG issues most significant to our business and stakeholders. These topics will be revisited through a formal double-materiality assessment in subsequent reporting cycles to align with evolving stakeholder expectations and global sustainability norms.

Since this is Saatvik's inaugural report, there is no significant changes or restatements of information have been made. However, should any adjustments or revisions be necessary in the future, they will be reflected in subsequent reports.

/ FORWARD-LOOKING STATEMENT

This report contains forward-looking statements regarding potential initiatives and plans that may impact our future operations. While these projections are based on certain assumptions, they are subject to uncertainty. These forward-looking statements include our aspirations for carbon neutrality, circular economy initiatives, renewable energy expansion, and supply chain sustainability.

We encourage stakeholders to consider that actual outcomes may differ. The Company does not undertake any obligation to update these forward-looking statements after the report's publication, even if events or circumstances change. By sharing our goals and initiatives, we are setting a clear foundation for our future growth. This reflects our commitment to sustainable development, driven by data, action, and integrity, and provides a benchmark for measuring the progress we aim to achieve.



/ FEEDBACK AND CONTINUOUS IMPROVEMENT

We place great value on the feedback of our stakeholders and encourage you to share your insights, as they are invaluable in refining our practices and enhancing our overall ESG performance. For any feedback, questions, or comments on this Report, please email us at: amresh.ray@saatvikgroup.com



MESSAGE FROM THE DESK OF CHIEF EXECUTIVE OFFICER



ESG considerations are deeply embedded into our governance and decision-making structures, guided by Board-level oversight and a dedicated sustainability leadership team. We continuously benchmark ourselves against global standards and engage openly with stakeholders, because building trust is just as critical as building solar capacity.

Dear Stakeholders,

It is with immense pride that I present to you Saatvik Group's inaugural Sustainability Report, developed with reference to the Global Reporting Initiative (GRI) Standards. This milestone marks not just a reflection of our Environmental, Social, and Governance (ESG) performance, but a reaffirmation of our unwavering commitment to building a cleaner, greener, and more resilient future.

Since our founding, Saatvik has been driven by a singular vision: to transform the renewable energy landscape through high-efficiency solar solutions, integrated value chains, and responsible business practices.

Our operations today extend across India and global markets. Anchored by our state-of-the-art manufacturing facility in Ambala, we are expanding further with new EPC capabilities and our plans for an integrated manufacturing hub in Odisha. This expansion underscores our conviction that clean energy is vital to inclusive and sustainable development.

As India charts its course toward 500 GW of non-fossil capacity by 2030 and a net-zero economy by 2070, Saatvik is determined to play a pivotal role in realizing India's energy targets. We continue to invest in clean manufacturing practices, energy-efficient technologies, and renewable power sourcing at our manufacturing facilities to reduce our carbon footprint. Our water stewardship efforts, including advanced treatment systems, water reuse, and process optimization, reflect our resolve to manage natural resources responsibly and sustainably.

The health, safety, and well-being of our people remain at the heart of everything we do. Through regular fire drills, toolbox talks, noise monitoring, emergency preparedness exercises, and partnerships with healthcare providers, we ensure a safe and healthy

workplace. Our safety practices, aligned with SDG 3 (Good Health and Well-being), go beyond compliance, they embody our belief that our people are our greatest asset.

Transparency and accountability remain central to how we operate. ESG considerations are deeply embedded into our governance and decision-making structures, guided by Board-level oversight and a dedicated sustainability leadership team. We continuously benchmark ourselves against global standards and engage openly with stakeholders, because building trust is just as critical as building solar capacity.

Our commitment to social values is equally strong. Through our CSR efforts, we have made meaningful contributions in education, healthcare, rural development, and clean water access. We believe that our success must tangibly uplift the lives of those in the communities where we operate.

These achievements are grounded in the trust our stakeholders place in us, the dedication of our teams, and our aspiration to create lasting positive impact. As we forge ahead, our guiding principles will be transparency, continuous innovation, and inclusive collaboration, all toward realizing our goal of becoming India's most trusted and premium solar brand.

As we move forward, we remain rooted in humility and continuous learning. I extend my sincere gratitude to every employee, partner, shareholder, customer, and community member who stands with us on this journey. Together, we will build not just a successful enterprise, but one that embodies resilience, purpose, and long-term impact — for people, planet, and progress.

Prashant Mathur
 Chief Executive Officer
 Saatvik Green Energy Limited

MESSAGE FROM CHIEF FINANCIAL OFFICER



As we continue to lead the renewable energy transformation, we are pleased to share that Saatvik is undertaking a major expansion of its manufacturing infrastructure. We are laying the groundwork for an integrated solar cell and module production facility in Odisha—an initiative that represents a critical milestone in strengthening India's domestic solar value chain.

Dear Stakeholders

It is a privilege to share with you Saatvik's inaugural Sustainability Report, a milestone that represents not just a new chapter in our journey, but also a deeper integration of sustainability into the heart of our financial strategy and decision-making. As Chief Financial Officer, I am proud that for the first time, we are disclosing a comprehensive set of sustainability metrics, underscoring our belief that financial strength and environmental and social responsibility are not competing priorities, they are mutually reinforcing pillars of long-term value creation.

Today, sustainability is far more than an ethical choice — it is a core driver of business performance, risk resilience, and future growth. My role as CFO is to ensure that our capital allocation, financial planning, and strategic investments are closely aligned with our ESG ambitions. By embedding sustainability considerations into our financial framework, we are shaping a growth trajectory that not only delivers shareholder value but also advances our mission to accelerate the clean energy transition and contribute meaningfully to society.

As we continue to lead the renewable energy transformation, we are pleased to share that Saatvik is undertaking a major expansion of its manufacturing infrastructure. We are laying the groundwork for an integrated solar cell and module production facility in Odisha—an initiative that represents a critical milestone in strengthening India's domestic solar value chain. This state-of-the-art facility will include a cutting-edge 4.8 GW solar cell manufacturing unit, targeted for completion by FY 2026-27.

In addition, we will build a 4 GW Solar PV module manufacturing plant by FY'26, positioning us to not only meet but exceed the growing global demand for clean, renewable energy solutions.

In addition to the operational milestones achieved during the reporting period, we took a significant step towards fueling our future growth by successfully launching our Initial Public Offering (IPO) in September 2025. While the IPO falls outside the current reporting period, it is the result of the strategic investments and growth initiatives we implemented during FY 2024-25. This key milestone positions us to accelerate our expansion plans and capitalize on new opportunities, enabling Saatvik to enter the next phase of its growth journey with greater financial flexibility and market visibility.

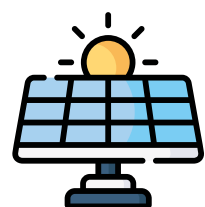
This includes our goal to increase the consumption of renewable energy in operations, supported by initiatives such as the installation of 1600 kW of rooftop solar capacity at our Ambala manufacturing facility. Furthermore, we have strengthened our waste management practices, ensuring compliance with India's waste management rules, with specific initiatives in e-waste recycling through authorized vendors and hazardous waste management for used oil and solvents.

Looking ahead, we remain committed to prudent financial management, strategic investment, regulatory compliances and ESG integration — all aimed at creating enduring value for our stakeholders. As we scale new heights in manufacturing, innovation, and sustainability, our goal is to position Saatvik as a global clean energy leader that not only delivers financial returns but also drives transformative change for the planet and the communities we serve.

Thank you for your continued trust and support as we build a stronger, more sustainable future together.

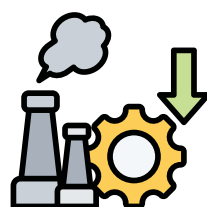
Abani Jha
 Chief Financial Officer
 Saatvik Green Energy Limited

/ KEY HIGHLIGHTS FOR FY 24-25



Total Energy consumed from
Renewable Sources

2698 GJ



Avoided CO₂ emissions

**544.75
tCO₂e**



All manufacturing facilities
certified with

**ISO 9001,
ISO 14001 and
ISO 45001**



Total Training Hours

11282



CSR Spend

**Rs
8,574,570**



ZERO

Loss Time Injury (LTI)



/ CORPORATE OVERVIEW

/ ABOUT SAATVIK

Saatvik Green Energy Limited is a leading Indian renewable energy enterprise committed to delivering advanced solar PV modules and comprehensive turnkey solar solutions. Established in 2015 in Gurugram, Haryana, our company operates a state-of-the-art manufacturing facility in Ambala, Haryana. We are also expanding, with a major integrated facility in Odisha. Saatvik Solar Industries Pvt. Ltd, a wholly owned subsidiary of Saatvik Green Energy Ltd, is also working further to reinforce our dedication to innovation, quality, and sustainable energy solutions.



/ VISION AND MISSION



Vision

Our vision has always been to embrace change. We, at Saatvik have always taken a dynamic approach to our work. One of the important moves that demonstrate our vision is to provide valuable, single-sourced, efficient energy solutions with enthusiasm, experience, teamwork, and a relentless focus on customer satisfaction.

Our corporate vision is to become one of the strongest and largest Renewable Energy company.

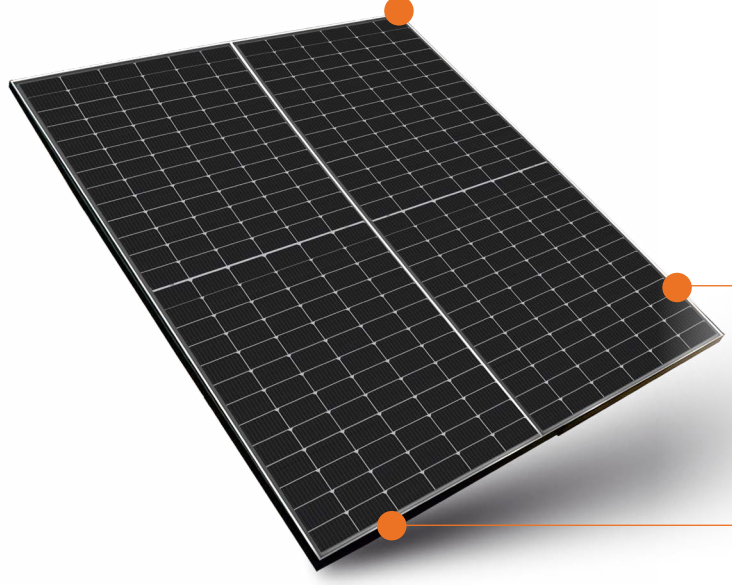


Mission

Our mission is to be an organization that is known for its Quality & Customer Service. We strive to create an ecosystem where we nurture Talent and continuously create value for our investors, suppliers & employees.

Saatvik group aims to become the most premium Solar PV Module brand in India with an expansive distribution network and the most technologically advanced products available in the Indian market.

/ WHAT WE DO

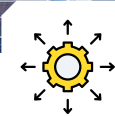


- We manufacture high-efficiency solar PV modules—including Mono-PERC, Bifacial and N-TOPCon G12R technologies—with a current annual production capacity of approximately 3.8 GW at our Ambala facility, targeting expansion to 4.8 GW cells + 4 GW modules in Odisha by FY 2026-27.
- We deliver end-to-end EPC (Engineering, Procurement & Construction) solar solutions for rooftop, ground-mounted and floating solar installations across residential, commercial, industrial and utility scale applications.
- We also provide specialized solutions such as solar DC pumps and on-grid inverters, supporting sustainable energy access for agriculture and smaller-scale users.

Our Key Strengths



We operate a state-of-the-art manufacturing facility in Ambala, backed by rigorous quality testing and certifications—our module portfolio includes product warranties up to 12 years and performance warranties up to 30 years.



Our expansion plan in Odisha (Ganjam district) is designed to support India's "Make in India" ambition, with a purpose-built integrated cell and module facility located in the Gopalpur Industrial Park.



Our product range is designed for diverse geographies and environments, with advanced cell-technologies delivering efficiencies up to 23.5% in N-TOPCon bifacial modules.

Our Market & Outlook

We cater to both domestic and international solar markets, across the full value chain—from manufacturing to project delivery. We are committed to expanding our footprint and capturing meaningful share in the fast-growing Indian solar market, while scaling global exports and building strategic manufacturing capacity.

Our medium-term growth ambitions include capturing a 7–10% share of the Indian solar-module market by the end of 2026, powered by our capacity expansion, technology leadership and integrated operations.

At Saatvik, we are guided by the following core values:



Quality Assurance

Our commitment to quality and innovation ensures each module meets international standards for reliability and efficiency.



Reliability

With a solid track record and a strong presence in the market, Saatvik Solar is trusted by clients across India and abroad.



Trust: Customer Centric Approach

We prioritize customer satisfaction and tailor our solutions to meet specific project requirements.

Our Commitment to Sustainability

Sustainability is at the heart of Saatvik's identity and business strategy.

We not only produce renewable energy solutions but also strive to operate responsibly across our value chain—reducing carbon footprint, managing waste responsibly, conserving resources, and uplifting local communities.

Our ongoing sustainability priorities include:



Energy-efficient operations and renewable electricity adoption.



Circular economy practices through waste reduction, reuse, and responsible end-of-life management.



Local community engagement and skill development programs around our plants.

By aligning with India's renewable energy vision and global ESG standards, Saatvik continues to "Power Progress" responsibly, creating lasting value for people, planet, and prosperity.

INDUSTRY COLLABORATIONS AND MEMBERSHIPS

Saatvik is associated with the following Industry bodies:



Indian Solar Manufacturers Association (ISMA)



Solar Energy Society of India (SESI)



Confederation of Indian Industry

Confederation of Indian Industry (CII) – Renewable Energy Council



Federation of Indian Chambers of Commerce & Industry

AWARDS AND ACCOLADES



Great Place to Work® Certification (2025–2026) - Saatvik Green Energy Limited has been certified as a Great Place to Work® under the Mid-Size Organizations category for the period April 2025 to April 2026. This recognition reflects Saatvik's commitment to creating a positive workplace culture and employee experience

SAATVIK'S SUSTAINABILITY JOURNEY

At Saatvik, sustainability is not a separate initiative, it is the foundation of how we think, operate, and grow. We believe that long-term business success and environmental stewardship go hand in hand, driving both financial value and societal well-being. Guided by our purpose of “Powering Progress: Growing Together for a Greener Future,” our sustainability journey reflects a deep commitment to responsible growth, innovation, and transparency.

Since our inception in 2015, Saatvik has evolved from a solar module manufacturer to a fully integrated clean energy solutions provider. This transformation has been accompanied by a structured approach to embed ESG (Environmental, Social, and Governance) principles across all aspects of our business—from product design and operations to governance and stakeholder engagement.



Our Approach to Sustainability

Saatvik's sustainability framework is built on three strategic pillars:



Environmental Stewardship

Minimizing our ecological footprint through carbon reduction, energy efficiency, waste management, and water conservation.



Social Responsibility

Empowering people and communities through safe workplaces, inclusive practices, and CSR initiatives that improve lives.



Governance Excellence

Upholding transparency, ethics, and accountability through strong corporate governance and stakeholder trust.

These pillars are closely aligned with Saatvik's mission and with India's national commitments to the UN Sustainable Development Goals (SDGs) and Net Zero by 2070.

/ STAKEHOLDER ENGAGEMENT

Saatvik recognizes that meaningful engagement with stakeholders is essential for shaping its sustainability priorities and drive continuous improvement. The company maintains open channels of communication with customers, employees, suppliers, investors, local communities and regulatory bodies to understand their expectations and feedback. Insights from these interactions guide Saatvik in aligning its business

practices with environmental, social, and governance objectives.

We believe that transparent and continuous dialogue builds trust, enhances accountability, and ensures that our sustainability initiatives reflect the shared values and needs of our ecosystem.

/ MATERIAL ISSUES AND RELEVANT SDGS

Saatvik has identified a set of material topics that represent our most significant economic, environmental, and social impacts, and that influence the decisions of our stakeholders. This initial assessment was informed by peer benchmarking, alignment with GRI 2021 Standards, and India's BRSR framework. We have also undertaken continuous dialogue and collaborations with our stakeholders to understand the emerging trends and stakeholder interests responsibly. The following topics, grouped under the three sustainability pillars, were deemed to be material to Saatvik by closely examining several internal and external factors:

Environmental Stewardship



Social Responsibility



Governance Excellence



The outcome of this analysis enables Saatvik to focus resources on the most critical ESG issues, measure performance effectively, and communicate progress through credible data and stories. In the next phase, Saatvik will conduct a formal double-materiality

assessment in alignment with GRI 2021 and ESRS (European Sustainability Reporting Standards), which will identify both impact materiality (external effects) and financial materiality (risks to the business).

CORPORATE GOVERNANCE

Strong corporate governance lies at the heart of Saatvik's success and long-term resilience. It provides the foundation for ethical leadership, responsible decision-making, and transparent stakeholder relationships. Our governance philosophy is built on the principles of integrity, accountability, fairness, and sustainability, ensuring that every business decision contributes to long-term stakeholder value and societal good.

At Saatvik, we view good governance not merely as a regulatory obligation, but as a strategic differentiator that drives trust, innovation, and ESG excellence.

Through a robust governance framework, we continuously strengthen oversight, risk management, and sustainability integration across our operations and value chain.



OUR GOVERNANCE FRAMEWORK

Saatvik's governance framework is designed to uphold the highest standards of transparency and accountability while promoting sustainable growth. The Board of Directors provides strategic oversight on financial, operational, and ESG matters, supported by well-defined policies and structured committees.

The Board of Directors comprises of 6 members, including 2 Executive Directors, 1 Non-Executive Director, and 3 Independent Directors (with one-

woman Independent Director), ensuring compliance with all SEBI regulations and diversity principles. Saatvik presently does not have any board member representing minority or vulnerable groups.

To oversee ESG activities across Saatvik operations, Board shall constitute an ESG Council in FY 2025-26.

To strengthen oversight and decision-making, the Board has constituted several committees, like:



Audit Committee

Oversees financial reporting integrity, internal controls, and statutory compliance.



Nomination and Remuneration Committee

Ensures merit-based selection, diversity, and performance-linked executive compensation.



Stakeholders' Relationship Committee

Addresses stakeholder grievances and fosters transparent communication.



Corporate Social Responsibility Committee

Guides community-development initiatives and social investments.



Risk Management Committee

Identifies and mitigates key operational, financial, and ESG risks.

These committees play a pivotal role in monitoring financial integrity, risk management, stakeholder engagement, and sustainability initiatives. The tenure of Board members is 5 years, and the Chairperson also serves as the Managing Director, with robust mechanisms in place to prevent conflicts of interest.

Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees is 55.27

Governance Practices and Policies

Saatvik's governance practices are anchored in policies that ensure ethical conduct, compliance, and transparency across all functions.

Key policies include



Code of Conduct and Ethics Policy – guides directors and employees on ethical standards and professional integrity.



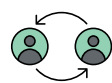
Whistleblower Policy (Vigil Mechanism) – provides a secure and confidential channel for employees to report misconduct without fear of retaliation.



Conflict of Interest Policy – ensures transparent disclosures of potential conflicts.



Anti-Bribery and Corruption Policy – promotes zero tolerance for unethical practices in all operations and dealings.



Insider Trading Policy – ensures fair disclosure and trading in compliance with SEBI regulations.



Information Security and Cybersecurity Policy – protects digital assets, customer data, and intellectual property.



ESG Policy – integrates sustainability considerations into corporate governance and operational practices.

Our governance culture is strengthened by an internal control framework that includes periodic management reviews, external audits, and ISO-certified integrated management systems.

/ BUSINESS ETHICS & TRANSPARENCY

Saatvik is committed to conducting business with integrity and fairness. We maintain a zero-tolerance stance on bribery, corruption, and unethical behavior across all tiers of our organization and supply chain. Our policies emphasize compliance with all applicable laws, anti-bribery measures, and ethical practices across all our operations. As we strengthen our policy implementation, 26% of our suppliers have signed an undertaking and agreed to comply with our Supplier Code of Conduct.

In FY 2024–25, no incidents of corruption, anti-competitive behavior, or customer-privacy breaches were reported. To ensure continual improvement, we conduct periodic training sessions on anti-bribery compliance, ethical leadership, and responsible procurement practices.

Signing off of Supplier Code of Conduct, Supplier assessments and audits will be progressively expanded from FY 2025–26 onwards as part of Saatvik's Responsible Sourcing Program.

Approach to Tax

At Saatvik, we are committed to good tax practices and ensure that all tax compliance and regulatory requirements are fulfilled in a timely manner. Our vision is to deliver sustainable value to our stakeholders through tax strategy implementation. We stand by our commitment to delivering high standards of business practices. We look at tax compliance as a moral responsibility to society rather than a legal mandate.

Our tax strategy is built upon the principles of integrity and compliance. We diligently observe all applicable laws, rules, and regulations ensuring that our tax compliance requirements are met in a timely manner. We strive to maintain our reputation as a fair contributor to the economy, where tax forms a significant part of that contribution. Our proactive engagement with tax authorities is aimed at minimising disputes and achieving early agreement on any disputed issues.

ESG Policy

Saatvik's ESG Policy formalizes our commitment to integrate sustainability into governance structures and strategic planning. ESG performance is reviewed by the ESG Council quarterly and reported to the Board biannually.

Key elements of ESG governance include:



Board Oversight – Board and ESG Council review progress against environmental, social, and governance targets.



Management Accountability – Departmental heads own specific ESG KPIs linked to operational performance.



Transparency and Disclosure – ESG data is collected and validated centrally to ensure accuracy in reporting.



Stakeholder Engagement – Feedback from investors, employees, and customers informs future ESG strategy refinements.

This structure ensures that sustainability is not a parallel function but an integrated component of Saatvik's core governance framework, influencing investment decisions, risk management, and long-term planning.

/ STRENGTHENING CYBERSECURITY

In the digital era, data security is a key component of corporate governance. At Saatvik, we follow a structured approach to protect information assets, mitigate cyber risks, and ensure business continuity. We conduct internal audits and management reviews annually, complemented by monthly security incident reviews. In FY 2024–25, 98 employees received cybersecurity training, and at least 50 employees were trained on IT security awareness during induction. No data breaches or privacy

complaints were recorded during the year, supported by proactive monitoring and robust security protocols.

Looking ahead, Saatvik plans to adopt advanced cybersecurity frameworks, obtaining ISO 27001 certification by 2027 and expand employee training programs to maintain resilience against evolving threats.

PIONEERING OUR ENVIRONMENTAL RESPONSIBILITY

At Saatvik, environmental responsibility is at the heart of how we operate and grow. We believe that sustainable manufacturing and renewable innovation can coexist with ecological preservation. Our approach is rooted in the principle of “growth with care”, ensuring that every watt of solar energy we produce contributes to a cleaner, more resilient planet.

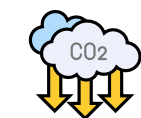


Our business model naturally supports low-carbon development, but we recognize that growth brings new environmental challenges. We are therefore committed to proactively managing our environmental footprint through resource efficiency, carbon management, and circular economy practices that go beyond compliance.

All operational sites are certified to ISO 14001:2015 (Environmental Management System) ensuring systematic monitoring of environmental performance.

Our endeavours for environmental stewardship includes Climate Action & GHG Reduction, Energy Efficiency & Renewable Integration, Water Stewardship & Circular Use and Waste & Resource Management.

Additionally, we source materials only from conflict-free, recycled, or certified suppliers aligning to our supplier Code of Conduct.

 **17368.20** tCO₂e
Scope 1 and Scope 2 Emissions

 **0.66** tonnes of used oil
diverted from disposal

 **350** KLD Rainwater
Harvesting Facility

 **40** KLD Water Treatment
Facility

SDGs Impacted



GHG EMISSIONS

Managing GHG emissions is very important to measure and monitor emissions effectively. Our team collects relevant data from each plant, which is then consolidated on a monthly basis by the sustainability team at headquarter. Our data covers all facilities under the operational control boundary. We have followed the Greenhouse Gas (GHG) Protocol, while calculating our emissions ensuring accuracy and transparency in reporting. We have quantified our Scope 1 and Scope 2 emissions. Scope 1 includes emissions from our directly owned facilities, while Scope 2 covers emissions from purchased electricity

used in our operations. Our present year's emissions are listed in the table here, this will help us in undertaking targeted decarbonization measures.

Particulars	UoM	FY 2024-25
Scope 1 Emissions	tCO ₂ e	204.21
Scope 2 Emissions	tCO ₂ e	17164.00
Total S1+ S2 Emission	tCO ₂ e	17368.20
GHG Intensity (MW of energy produced)	tCO ₂ e/MW	12.51



We are actively promoting cleaner transportation options for our employees as part of our sustainability efforts. This includes providing a company bus service and encouraging carpooling. This helps Saatvik in reducing our emissions from employee commute. We have also distributed 6 electric scooters among our employees to reduce vehicular emissions. Additionally, we have also installed 2 EV charging points at our plants to support the use of electric vehicle and encourage employees towards transitioning to electric vehicles.

We conduct third-party verification of stack emissions of our DG sets and ensure full compliance with the Central Pollution Control Board (CPCB) and State Pollution Control Board (SPCB) norms. These measures are part of our broader commitment to reducing our environmental impact and improving operational efficiency. Saatvik is also planning to conduct inventory of its Scope 3 Emissions by FY 2028, which will help determine the complete emissions inventory of our organization.



/ ENERGY MANAGEMENT

Saatvik is committed towards continuously optimizing its energy consumption throughout our operations. By implementing advanced energy-efficient technologies and practices, we aim to reduce energy usage, lower operational costs, and minimize our environmental impact. Our approach involves investing in high-efficiency equipment, regularly optimizing processes, and integrating renewable energy solutions. These efforts are designed to enhance operational performance while contributing to our broader sustainability objectives.

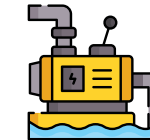
Our energy consumptions from all our resources for the current Financial year is reported below.

Particulars	UoM	FY 2024-25
Energy from Non-Renewable Fuel	GJ	1,996.00
Energy from Electricity (Grid)	GJ	84,994.00
Energy from Electricity (RE)	GJ	2,697.54
Total Energy Consumed	GJ	89,687.52
Energy Intensity (MW of energy produced)	GJ/MW	64.61

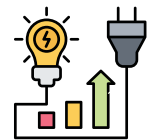
Some of the leading initiatives undertaken are:



Installation of 1600 kW of rooftop solar capacity for on-site renewable energy generation.



Use of energy-efficient equipment, including IE3-rated motors, air compressors, pumps, chillers, lighting, and ACs.



Optimization of power consumption through an auto power factor correction system.



Regular monitoring of emissions from DG sets, with third-party verification for compliance and efficiency.



Tree plantation initiatives contributing to carbon sequestration and reducing heat load.



Process optimization through fuel switching, electrification, and deployment of energy-efficient equipment.

Saatvik aims to reduce total energy intensity per Wp of production by 10 % by FY 2027 through continuous efficiency measures.

/ WATER MANAGEMENT

Water is a vital resource for our operations, and its conservation is central to our sustainability commitment. Saatvik's long-term goal is to achieve Zero Liquid Discharge (ZLD) across all manufacturing sites by FY 2028. This ambitious target is a key element of our broader sustainability commitment, ensure that all wastewater generated by our operations is treated, recycled, and reused with no discharge outside our boundary. To support this goal, we have implemented water conservation training, with 26% of our workforce already trained. We are committed to expanding this training across the entire workforce.

Particulars	UoM	FY 2024-25
Water Withdrawal	ML	17.89
Water Consumption	ML	8.89
Water Discharged	ML	9.00



To further improve our water management, we have implemented internal tracking and audits to enhance efficiency, to reduce potential negative water-related impacts, and ensure that the pH levels of water remain within acceptable standards. Additionally, we are pleased to report that no directly water-related impacts have been identified. This approach helps us to maintain the water quality and our focus to uphold the highest standards of water quality and responsible usage across all operations.

We have also set up a 40 KLD advanced Sewerage Treatment Plant (STP) to treat and recycle water within our operations. The treated water is reused efficiently thereby significantly reducing overall water consumption. It is primarily re-used for our domestic and landscaping purposes. This helps in ensuring sustainable water management while meeting regulatory standards.

We maintain a continuous monitoring system to track water usage across all points of operation. Our teams are committed to striving for continuous improvement in water efficiency, working to reduce consumption wherever possible. This includes an emphasis on rainwater harvesting, with a dedicated facility that has a capacity of 350 KL. The harvested rainwater is used for groundwater recharge.

To ensure ongoing improvements and adherence to best practices, we conduct internal water audits at regular intervals. These audits help identify areas of inefficiency and drive actions to optimize water usage across all levels of operation.

/ WASTE MANAGEMENT

Saatvik is committed to minimizing waste generation and promoting circular-economy principles across its operations. Our approach focuses on the 4Rs — Reduce, Reuse, Recycle, and Recover — ensuring that materials are responsibly managed throughout their lifecycle.



For electronic waste, we have established partnerships with SPCB-authorized recyclers who are responsible for processing e-waste in compliance with all relevant regulations. To address hazardous waste, including solvents and adhesives, we have designated safe storage areas and ensure that trained personnel manage these materials to mitigate any risk of contamination or accidents.

We also collaborate with an authorized vendor for the environmentally responsible disposal of municipal waste, ensuring that non-recyclable materials are managed in accordance with local environmental regulations. In addition, our R&D initiatives are focused on developing innovative solutions that support the reuse, reduction, and recycling of materials, furthering our commitment to the circular economy.

All our products are RoHS (Restriction of Hazardous Substances) compliant. We also have a take-back program in place. Under this program, customers can return the end of life product, and we manage its end-of-life. Looking ahead, we are committed to ensuring compliance with Extended Producer Responsibility (EPR) regulations, taking full responsibility for the end-of-life management of our products. This compliance will enhance our sustainability efforts by reducing waste generation and help in effective handling of our waste.

Additionally, we have reused 10% of wooden pellets in transportation of finished goods. Saatvik is also in process to conduct Life Cycle Assessments (LCA) and Environmental Product Declarations (EPD) for our G12R module to enhance transparency on environmental footprints of our modules.



PEOPLE AT THE CORE

At Saatvik Solar, we deeply value our people and recognize that their growth and development are integral to our success. In the dynamic and rapidly evolving renewable energy sector, we are dedicated to providing our workforce with the skills, tools, and support needed to thrive. By prioritizing continuous learning, employee well-being, and a culture of safety, inclusivity, and engagement, we empower our team to drive operational excellence and long-term sustainability. Our philosophy is simple, when people thrive, the business prospers.



In 2025, we were honored to receive the Great Place to Work® certification, a recognition earned through the feedback of our employees in the annual survey. This achievement reflects our commitment to cultivating a workplace where all individuals are empowered to thrive, valued for their contributions, and supported in driving our collective success.

As we continue to scale operations and expand globally, we remain deeply committed to creating a safe, inspiring, and equitable workplace where every individual is valued, respected, and given the opportunity to realize their potential.



ZERO

Cases of human rights violation or discrimination reported



ZERO

Complaints of sexual harassment reported



₹85,74,570

CSR Spend

SDGs Impacted



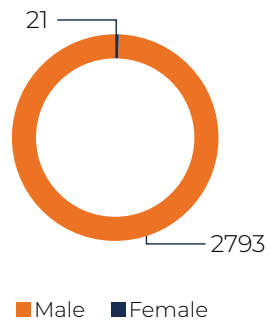
OUR WORKFORCE

Our workforce is a diverse and integral part of our organization, driving our success across various functions and operations. We are committed to fostering an inclusive environment where all employees contribute to achieving business goals. We value diversity in perspectives, skills, and experiences, viewing it as an engine of creativity and competitiveness. As we expand, we remain dedicated to promoting a culture of inclusion, ensuring that all employees' unique skills and perspectives are valued. Currently, 4% of our employees belong to minority or vulnerable groups, reflecting our ongoing efforts to create a workplace that embraces diversity and offers equal opportunities to all.

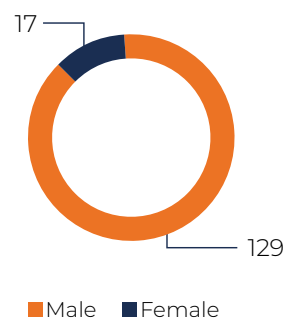
Our total workforce now stands at 2,814 employees, reflecting both the strength of our existing team and the growth driven by recent hires. With 146 new employees onboard this year, we continue to expand our talent pool strategically. Focused on targeted talent acquisition, we are committed to attracting skilled professionals who align with our business objectives, while also nurturing and developing our internal talent to meet future human capital requirements. In order to attract, retain, and diversify our talent, we have worked towards a better average unadjusted gender pay gap of 32.90.

Saatvik is working toward achieving 10 % gender representation by FY 2027, focusing on hiring women engineers, staff and workers across functions.

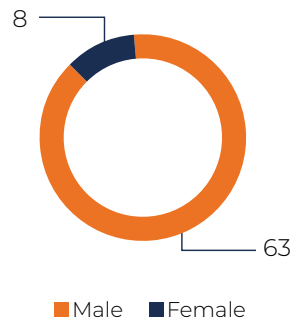
Total Employees



New Employees Hired



Employee Turnover



Our board composition includes a balanced representation across age groups and genders, with two female members, reflecting our commitment to diversity.

Board Composition

<30 years		30-50 years		>50 years	
Male	Female	Male	Female	Male	Female
1	1	1	0	2	1



Employee Trainings

We are committed to equipping our employees with the skills and knowledge needed to excel in their roles and advance in their careers. By implementing structured and diverse training programs, we focus on continuous development to enhance individual potential and drive overall organizational success. Our approach includes fair recruitment practices, regular performance evaluations, and a strong emphasis on fostering a culture of continuous learning. We are also dedicated to expanding training opportunities and increasing the average training hours for all employees to support their ongoing growth and professional development.

In alignment with the 70:20:10 model, 70% of our training is delivered through on-the-job experiences, enabling employees to refine their skills across key areas such as Quality, Production, Material Handling, Lean Manufacturing, Process Handling, and Environmental Health and Safety (EHS). A further 26% of training is conducted in formal classroom settings, offering employees theoretical knowledge and practical insights, while 10% is focused on seminars and external workshops for broader learning.

Our training program spans across both direct and indirect employees, ensuring comprehensive skill development throughout the organization. Regular career development reviews are conducted for all employees to track progress and identify further growth opportunities. Additionally, all security professionals undergo mandatory, role-specific training upon joining, ensuring they are fully equipped to meet the safety standards of the organization. In FY 2025-26, Saatvik aims to double its average training hours per employee to > 3 hours.



1.33

Average hours of training per employee

Our career development review process focuses on assessing employee progress, identifying strengths, and aligning career goals with organizational needs. Through regular performance evaluations and feedback, we provide employees with clear insights into their career trajectory.

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

Employee Category	Male	Female	Total
Senior Management	26	0	26
Middle Management	60	2	62
Junior Management	461	18	479

/ EMPLOYEE WELLBEING AND ENGAGEMENT

We deeply value the role our employees play in our continued success. We understand that the foundation of our achievements lies in the growth, engagement, and overall well-being of our workforce. We are committed to creating an environment where our employees not only excel in their professional endeavors but also lead fulfilling, balanced lives. We adopt a holistic approach that supports physical, mental, and social well-being through structured programs, flexible policies, and recognition initiatives.

Employee Benefits and Support

We prioritize the well-being of our employees through various benefits designed to provide security and balance in their personal and professional lives.

Parental Leave: Our parental leave policy is designed to support both male and female employees, allowing them the time needed to care for newborns or manage family changes. In addition, we provide health insurance that covers maternity expenses, offering financial security during these important life events. For FY 2024-25, a total of 288 employees are eligible for parental leave. During the reporting period, one employee utilized this benefit.

Retirement Benefits: We care about our employees' well-being not just during their career, but also after they retire. To ensure long-term financial security, we offer retirement benefits, including Provident Fund (PF), Gratuity, Bonuses, and the Labor Welfare Fund (LWF), which helps employees plan for a stable and comfortable retirement.

Employee Recognition and Celebrations

At Saatvik, we believe in recognizing and celebrating the milestones and achievements of our employees. We also conduct townhalls, which provides a platform for open communication between leadership and employees, bringing transparency, alignment, and a sense of community within the organization. In addition to our monthly success celebrations, where employees are recognized for their contributions and presented with tokens of appreciation, this year we also celebrated the 10th anniversary of Saatvik. To further honor our team, we have an Employee Gift Policy that celebrates significant life events such as the birth of a child or marriage, reinforcing our commitment to valuing and supporting our employees both personally and professionally.



Townhall Connect



Success Celebrations

Employee satisfaction is crucial to our success, as it drives engagement, productivity, and retention. Earning the Great Place to Work® certification, based on our employees' feedback, reflects our ongoing commitment to creating a positive and supportive workplace.

Health and Wellness Initiatives

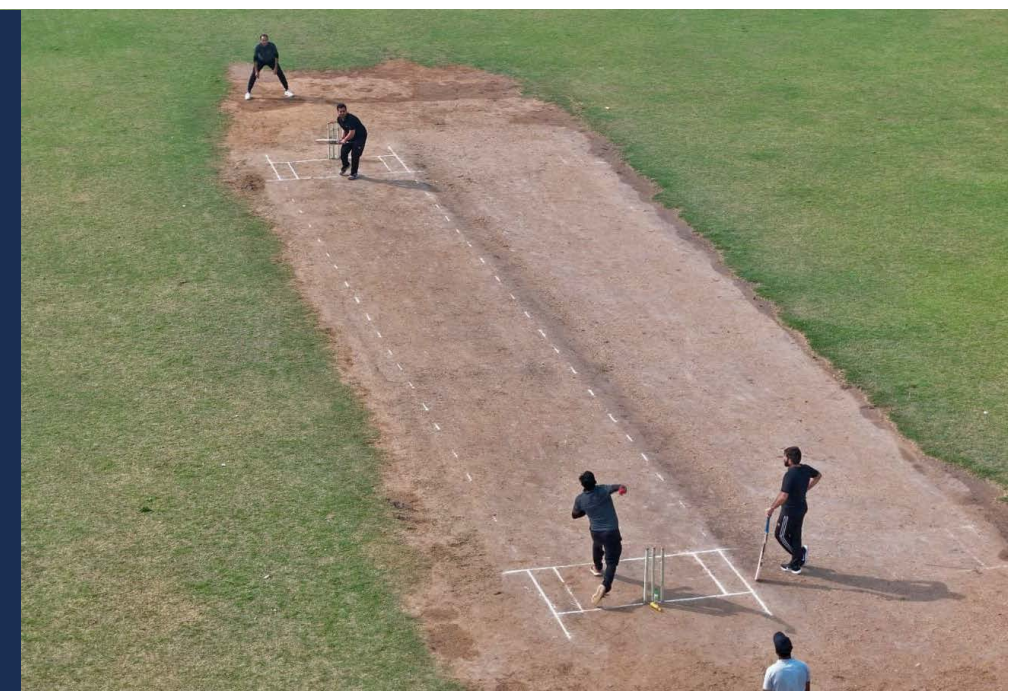
Every year, we facilitate comprehensive health check-ups for our entire workforce, ensuring that employees are equipped with the knowledge they need to proactively manage their health. We also celebrate wellness days, including Yoga Day, to encourage employees to take active steps in managing stress and improving their mental well-being. These initiatives are designed to promote physical and mental health, empowering our employees to lead healthier, more balanced lives.



Employee Engagement & Culture

Saatvik Premier League (cricket) and inter-team sports tournaments strengthen teamwork and employee morale. Team Bonding through Sports Programs:

Team-building and recreational activities are essential components of our workplace culture, contributing significantly to employee well-being and engagement





These activities help build a more cohesive, motivated workforce, encouraging teamwork and enhancing overall employee morale. By providing opportunities for employees to engage in friendly competition and collaborate outside of their regular work routines, we help strengthen both individual connections and teamwork across departments.

One of the highlights of our employee engagement initiatives is the Saatvik Premier League cricket tournament, an annual event that brings together employees for a fun, competitive experience. The

tournament encourages teamwork and camaraderie while allowing participants to unwind and enjoy some friendly competition. In addition to cricket, we also organize tennis tournaments, providing employees with another opportunity to engage in physical activity, relieve stress, and connect with colleagues in an informal setting.

By offering employees opportunities to bond in a non-work environment, we cultivate a sense of unity and belonging, which translates into stronger collaboration and higher levels of engagement within the company.

/ HUMAN RIGHTS

Upholding and promoting human rights is not just a responsibility for us, it is a core part of who we are and how we operate. We believe that respect for human rights is fundamental to sustainable business growth and to building trust with our employees, suppliers, and communities.

We are dedicated to respecting the rights and dignity of every individual, both within our organization and in the communities where we operate. By promoting

an environment of fairness, respect, and equality, we ensure that all individuals are treated with the dignity they deserve.

Our Human Rights Policy is aligned with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and India's National Guidelines on Responsible Business Conduct (NGRBC). Our Human Rights Policy explicitly addresses key principles such as:



Collective bargaining and freedom of association



Equal opportunity and non-discrimination



Fair wages and decent working conditions



Prohibition of forced, bonded, or child labour



Safe and inclusive workplaces free from harassment or abuse

We extend these principles to all third-party contractors and suppliers, ensuring that human rights are respected not only within Saatvik's operations but across our entire value chain.

Saatvik ensures that collective bargaining rights are recognized and respected for all categories of workers, including those employed through contract partners. Regular worker consultations, site-level committee meetings, and open-door grievance channels ensure that voices are heard and concerns are addressed fairly.

This commitment extends beyond legal requirements; it is deeply woven into our values and continuously shapes our daily operations. We continuously review our policies against emerging international standards to ensure relevance, inclusivity, and effectiveness.

Additionally, 100 % of our employees receive mandatory training on human rights, anti-corruption, and POSH (Prevention of Sexual Harassment) as part of our induction and annual refresher programs. This reinforces a culture of accountability, transparency, and ethical conduct across all levels of the organization.

From FY 2025–26, Saatvik will begin implementing a Human Rights Due Diligence (HRDD) framework, including periodic supplier assessments, risk screening, and capacity-building sessions for value-chain partners.



ZERO

Cases of human rights violation or discrimination reported

Whistleblower Policy

Our Whistleblower Policy is designed to provide a secure, confidential channel for employees to report unethical practices, fraud, or any violations of company policies. Our Whistleblower Policy offers multiple secure channels for reporting, ensuring that individuals can raise issues without fear of retaliation. We ensure complete confidentiality and fairness for whistleblowers, allowing them to report any concerns freely.

Reports may be submitted anonymously via email or through a sealed "Protected Disclosure" addressed to the CEO, CFO, or Head of Human Resources. Every report is investigated fairly and promptly, with findings reviewed by the Audit Committee or the concerned authority. In the reporting year, Saatvik reported zero whistleblower cases, strengthening our transparency claim.

Prevention of Sexual Harassment (POSH)

Saatvik maintains a Zero Tolerance Policy toward any form of sexual harassment in the workplace. We are committed to ensuring a safe, equitable, and respectful environment for all employees.

Our POSH Policy provides confidential, accessible, and gender-sensitive mechanisms for reporting, investigation, and resolution of complaints, in full compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013.

An Internal Complaints Committee (ICC) comprising trained members from both management and non-management levels is constituted at each site. All complaints are handled with sensitivity, confidentiality, and fairness, ensuring non-retaliation.

Disciplinary actions, including termination and legal proceedings, are initiated against individuals found guilty of harassment. In FY 2024–25, no cases of sexual harassment were reported across any Saatvik facility.

Zero Tolerance for Bullying and Violence

Saatvik promotes a workplace culture grounded in dignity and respect. We maintain a Zero Tolerance Policy against bullying, physical aggression, verbal abuse, or intimidation of any kind.

All employees are expected to uphold mutual respect, and any violation is addressed swiftly through disciplinary action including termination.

We also provide behavioural-sensitivity training and periodic awareness campaigns to strengthen empathy, inclusion, and respectful communication across the workforce.

Child and Forced Labour

Saatvik maintains an unwavering commitment to preventing child labour, forced labour, and bonded labour within its operations and supply chain.

We strictly adhere to the Factories Act, 1948, the Child Labour (Prohibition & Regulation) Act, 1986, and the Bonded Labour System (Abolition) Act, 1976.

These principles are embedded in our supplier contracts, and we regularly assess compliance through supplier audits and declarations. Our employees and agencies are trained to enforce these policies across all levels of operation. In FY 2024–25, no incidents of child or forced labour were reported.

Our Commitment Going Forward

Saatvik's commitment to human rights is future-focused and action-oriented.

As we strengthen our ESG systems, we aim to:

- ◆ Implement a Human Rights Due Diligence (HRDD) framework by FY 2026–27.
- ◆ Extend human rights training to 100 % of contractors and suppliers by FY 2026–27.

- ◆ Publish an annual Human Rights Statement aligned with global standards.
- ◆ Join relevant industry collaborations and working groups on business and human rights.

By embedding human rights into our governance, culture, and value chain, Saatvik continues to advance a workplace and society built on dignity, equality, and fairness for all.

/ CORPORATE SOCIAL RESPONSIBILITY

At Saatvik, we believe that clean energy is more than a means of generating power, it is a force that can empower communities, uplift lives, and preserve our planet for future generations. Our CSR vision stems from the belief that business success and social progress must move hand in hand.

Our Corporate Social Responsibility (CSR) Policy is aligned with Section 135(1) of the Companies Act, 2013 and Schedule VII, and guided by the principles of inclusivity, equity, and sustainability.

The Policy focuses on advancing India's social development goals through projects in education, healthcare, rural development, and clean energy access, ensuring long-term positive outcomes for the communities we serve.

The CSR Committee of the Board provides strategic oversight and governance for all CSR initiatives, ensuring alignment with Saatvik's core values and national development priorities. Our programs are designed in collaboration with local institutions and NGOs to ensure contextual relevance, measurable impact, and community ownership.

The detailed CSR Policy is publicly available on our website.

OUR CSR APPROACH

Saatvik's CSR approach is guided by four principles



Community-Centric Design
Each project is tailored to local needs, informed by stakeholder consultation.



Sustainability
Programs emphasize long-term impact and local capacity-building.



Partnership
Collaboration with credible institutions, NGOs, and local governance bodies ensures accountability.



Transparency
Monitoring and reporting guarantee responsible execution.

Through our CSR initiatives, Saatvik aims to contribute directly to several United Nations Sustainable Development Goals (SDGs), including SDG 3 (Good Health & Well-being), SDG 4 (Quality Education), SDG 6 (Clean Water & Sanitation), SDG 7 (Clean Energy), and SDG 11 (Sustainable Communities).

CSR Partners

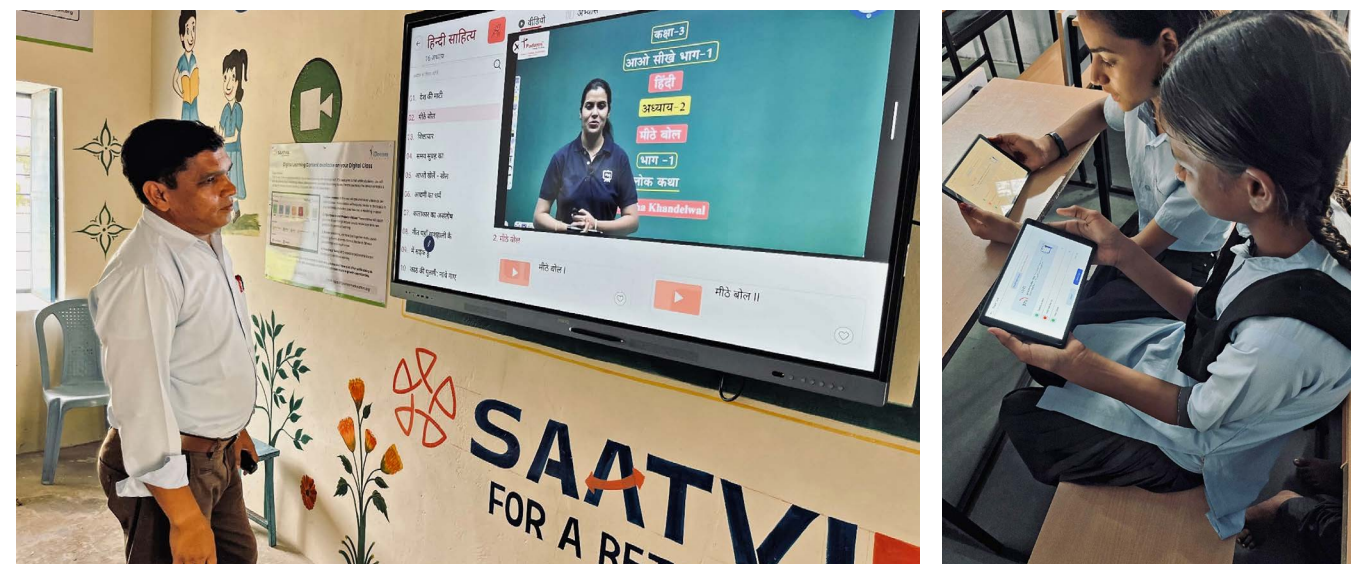


CSR Impact

Our commitment extends beyond solar energy to actively contributing to India's sustainable future. Through dynamic CSR initiatives, we focus on education, healthcare, and rural development, working towards an equal, educated, and healthier nation. By partnering with local organizations, social workers, and changemakers, we ensure our efforts are impactful, sustainable, and empowering.

CSR Investment Summary FY 2024–25

Focus Area	Total Investment (₹)	Primary SDGs Supported
Education & Inclusion	9,28,550	SDG 4, 5, 10
Healthcare	73,29,150	SDG 3, 10
Rural Development	3,16,870	SDG 6, 11
Total CSR Investment (FY 2024–25)	₹ 85,74,570	—



Empowering Communities with Solar Energy

As part of our commitment to sustainability and inclusive growth, Saatvik integrates clean energy solutions into community infrastructure to create lasting social, environmental, and economic benefits.

Through our “Empowering Communities with Solar Energy” initiative, we have installed 120 kW of Solar PV systems across critical sectors — animal husbandry, healthcare, and education, reducing carbon emissions, promoting energy independence, and improving energy resilience for community institutions.

Beneficiary Institutions:

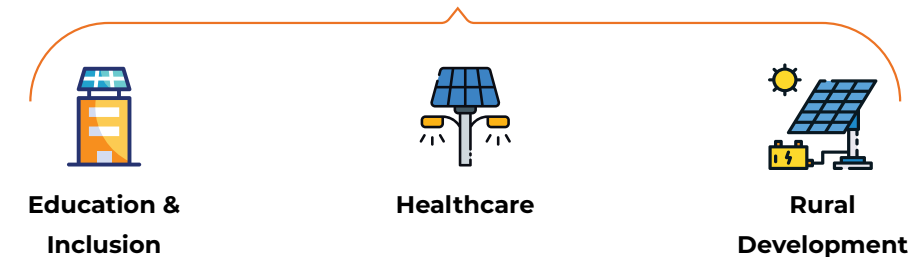
- ◆ Bal Gopal Gaushala, Mohali
- ◆ Rotary Ambala Cancer Hospital
- ◆ MDSD College, Ambala Cantt

These installations are helping each institution transition toward clean energy, reducing dependence on conventional power sources while enhancing operational reliability and cost efficiency.

Our solar initiatives have collectively helped avoid 364 tonnes of CO₂ emissions annually, contributing to climate action and environmental conservation. Additionally, these systems have reduced energy costs for the beneficiary institutions, allowing them to allocate savings to their core missions — animal care, healthcare, and education — amplifying their social impact. This approach has strengthened the sustainability of organizations serving underserved communities, ensuring that they continue to have a lasting positive impact on society.



CSR Domain



Education & Inclusion

At Saatvik, we recognize education as the cornerstone of sustainable development. Our “Education & Inclusion” initiative focuses on creating safe, inclusive, and technology-enabled learning environments for children, especially girls and differently abled students.

A total of ₹9,28,550 was allocated to these efforts, through which we aim to remove barriers to learning and provide all children with the resources they need to succeed.

Initiative	Impact
Scholarships to underprivileged students through Bhartiya Vidya Bhavan, Chandigarh.	    4 students benefitted from educational sponsorship, improving access to education.
Infrastructure Support to the Society for the Care of the Blind, Chandigarh	    100+ visually impaired individuals gained enhanced mobility and safety.
Installed 27 CCTV cameras and set up 2 smart classrooms at Rajkiya Vidyalaya, Itawa Bhopji, Rajasthan.	    400 students primarily girls, benefitted from a safer, technology-enabled learning environment.
Upgraded digital-learning facilities for rural schools	 Improved access to quality digital education, especially for girls

Through these interventions, Saatvik continues to bridge educational inequality, supporting inclusive learning and digital empowerment in rural India.



Healthcare

At Saatvik, we recognize that healthcare is a critical part of human well-being, yet access to care remains limited for many, particularly in marginalized communities. Our focus is on improving healthcare access for vulnerable groups and ensuring that socio-economic status does not prevent people from receiving essential care. Through targeted interventions, we aim to reduce healthcare disparities and help build a more equitable and sustainable future.

Our initiatives focus on improving healthcare infrastructure, offering specialized treatments, and providing emergency care in areas where these services are lacking. By working with trusted healthcare institutions, we implement projects designed to meet the specific healthcare needs of underserved communities and improve their overall well-being. A sum of ₹ 73,29,150 was allocated to these efforts, ensuring that critical healthcare services are



more accessible and effective in improving the quality of life for those who need it most.

Initiative	Impact
Supported Chandigarh Rehab Center for treatment of a paraplegic patient	 Improved access to immediate, life-saving care
Strengthened Eye Care Unit at Sri Sathya Sai Manav Seva Free Charitable Hospital, Kurari (Punjab)	          2,000 + individuals from SC, ST, minority, BPL groups received free eye care annually
Installed HFNC system with monitor at PGIMER, Chandigarh	 Provided critical oxygen therapy to ICU patients, saving lives
Supported Dr. Jai Dev Ambala Rotary Cancer Hospital	 Established a unit, improving access to blood for cancer and emergency patients in Ambala

Rural Development

We believe that a prosperous nation begins with the development of its rural communities. These areas face challenges such as inadequate infrastructure, limited services, and resource scarcity, which hinder progress. Our objective is to address these issues by improving quality of life, enhancing infrastructure, and fostering self-reliance.

Through targeted interventions, we focus on providing sustainable solutions, starting with essential resources like safe drinking water. By partnering with local communities, we aim to improve health, infrastructure hygiene, and overall quality of life for rural households contributing to long-term, equitable development.

We installed a Safe RO Drinking Water Unit at Gram Panchayat, Itawa Bhopji, Rajasthan, with an investment of ₹3,16,870. This initiative ensures a reliable and sustainable supply of purified drinking water to 1,500 households, benefiting approximately 7,000 to 8,000 individuals.

Access to safe drinking water has led to improved health and hygiene in rural communities, reducing water-borne diseases and enhancing the overall quality of life. By ensuring a reliable and sustainable water supply, this initiative has promoted better living conditions, contributing to the long-term well-being and self-sufficiency of rural households.

Community engagement for seeking insights

We have implemented a grievance redressal mechanism to ensure a fair, transparent, and culturally sensitive approach to addressing community concerns. Feedback is collected through Panchayat-level interactions, SMC consultations, and hospital patient feedback systems, promoting inclusive participation and effective resolution of issues. For the FY 2024–25 projects, we collaborated with established local institutions and NGOs, such as Bhartiya Vidya



Bhavan, Society for the Care of the Blind, and Rotary Hospitals, reinforcing governance and accountability. This strategy minimized the risk of misallocation and empowered local communities with greater ownership of the projects.

Impact Assessment of CSR Initiatives

As part of our commitment to strong governance and accountability, we conduct impact assessments of our CSR initiatives to assess local vulnerability and risk. These assessments ensure transparency and help identify both positive outcomes and any potential negative impacts.

Potential Impacts:

Based on project monitoring and partner feedback, no significant adverse impacts on local communities were identified. There was no need for resettlement or major land conversion for the CSR projects in FY 2024–25. Solar and other installations were placed on existing institutional premises, and the RO water unit was installed at the Gram Panchayat site, minimizing environmental and social disruption. While temporary, low-intensity construction impacts such as noise and dust occurred during installation, these were short-lived and quickly addressed. The projects also generated temporary employment during installation, with ongoing maintenance tasks managed by local contractors or beneficiary institutions.

Acknowledging a few potential risks, such as disruptions during construction, resource use, and equipment end-of-life management, these were effectively mitigated through the mitigation measures mentioned below. The implementation of CSR projects for FY 2024–25 has been carried out with careful consideration of potential impacts, ensuring

that any disruptions were minimal and temporary. The overall impact has been positive, with minimal disruption and lasting benefits to the community. The table below outlines the potential impacts identified during project screening, based on the intensity, duration, reversibility and scale:

Intensity/Severity	Duration	Reversibility	Scale
Low	Single event to a few days/ weeks per site	Fully reversible once installation ends and cleanup is complete	Limited to the immediate project site

Risk-Mitigation Measures Implemented



Overall, all CSR projects achieved positive, measurable, and lasting benefits for communities with minimal disruption.

/ OCCUPATIONAL HEALTH & SAFETY

At Saatvik, the health and safety of our employees and contractual workforce are our foremost priority. We recognize that a strong safety culture is essential for innovation, productivity, and long-term business success. Our approach goes beyond compliance; we aim to create an organization where every individual takes ownership of safety and contributes to a “Zero Harm” workplace.

Occupational Health and Safety (OHS) is a cornerstone of Saatvik’s sustainability agenda, ensuring that all employees, contractors, and partners work in an environment that is safe, supportive, and conducive to well-being.

No major injuries, fire incidents, or chemical exposures were reported during FY 2024–25, reflecting strong adherence to safety protocols.

Occupational Health & Safety Management System (OHSMS)

Saatvik’s OHSMS is a key component of our Integrated Management System (IMS), which also covers quality, environmental, and energy management under ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

This integrated approach helps us embed safety thinking into every process, from manufacturing to project execution.

We have a dedicated team qualified EHS professionals, who are responsible for overseeing the implementation, monitoring, and continuous improvement of the OHS system across our plant operations.

We have a **Health & Safety Committee** at each of our plants, which includes representatives from management, supervisors, and all worker categories, including contractual workers. The committee meets quarterly, with special meetings held for significant incidents. The committee has the authority to recommend actions and escalate safety concerns to management. Its responsibilities include:

- ◆ Reviewing safety performance and incident reports.
- ◆ Identifying hazards and recommending appropriate control measures.
- ◆ Monitoring the implementation of corrective actions.
- ◆ Discussing training requirements and welfare initiatives.



First Aid training

The OHSMS applies to 100% of our workforce, including permanent employees, contractors, and outsourced service providers, and is fully integrated into our broader IMS framework, ensuring safety is embedded in every aspect of our operations.

To keep the system continually updated with emerging national and international OHS guidelines and regulations, we implement proactive monitoring of unsafe acts, conditions, and incidents, supported by management reviews. Our robust feedback mechanisms ensure the timely identification and resolution of safety concerns. We conduct regular internal audits, as well as external audits by third-party organizations and customer audits, to identify

and address any gaps, ensuring the system remains effective and compliant. Furthermore, active worker participation and consultation in OHS initiatives play a crucial role in reinforcing the system’s impact across all levels of the organization.

Findings and lessons learned from incidents are communicated through Tool-box talks, Safety Circulars, and Safety Campaigns across all sites.

In FY 2024–25, no major non-compliance or penalties were recorded under any OHS regulation, underscoring our commitment to a safe and responsible workplace.



Noise Monitoring



Tool-box talks

Training plays a central role in our safety strategy and preventive approach. We provide both general and job-specific safety training, designed and delivered by qualified EHS professionals and external experts.

These sessions cover essential topics such as:



Personal Protective Equipment (PPE) usage



Fire and electrical safety



Material handling and chemical safety



First aid and emergency response



Work-at-height and confined space safety, etc.

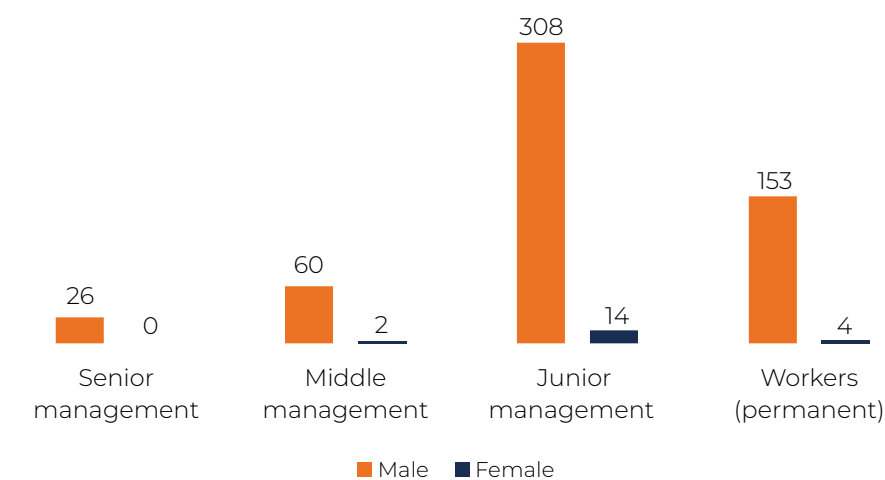
Participation in trainings is mandatory for all relevant workers, and the effectiveness of these training sessions is continually evaluated through safety drills and performance monitoring. All training is conducted during paid working hours



and is provided at no cost to employees. During the reporting period, a total of 567 man-hours of training were provided to permanent employees and workers, and 2247 man-hours to contractual workers.



No. of health and safety related trainings provided to permanent employees and workers



2247

man-hours health and safety related trainings provided to contractual workers

Particulars	Unit	Male	Female
Senior management	Number	26	0
	Manhours	26	0
Middle management	Number	60	2
	Manhours	60	2
Junior management	Number	308	14
	Manhours	308	14
Workers (permanent)	Number	153	4
	Manhours	153	4
Contractual workers	Number	2246	1
	Manhours	2246	1

All contractual workers receive OHS induction before entering the site, and safety mock drills are organized quarterly to test emergency preparedness.

Hazard Identification

At Saatvik, we adopt a systematic, preventive, and participatory approach to hazard identification to ensure a safe and healthy workplace.

Our goal is not only to comply with regulatory requirements but to proactively eliminate or control risks before they cause harm.

Hazards are identified through a structured multi-layered process, including:

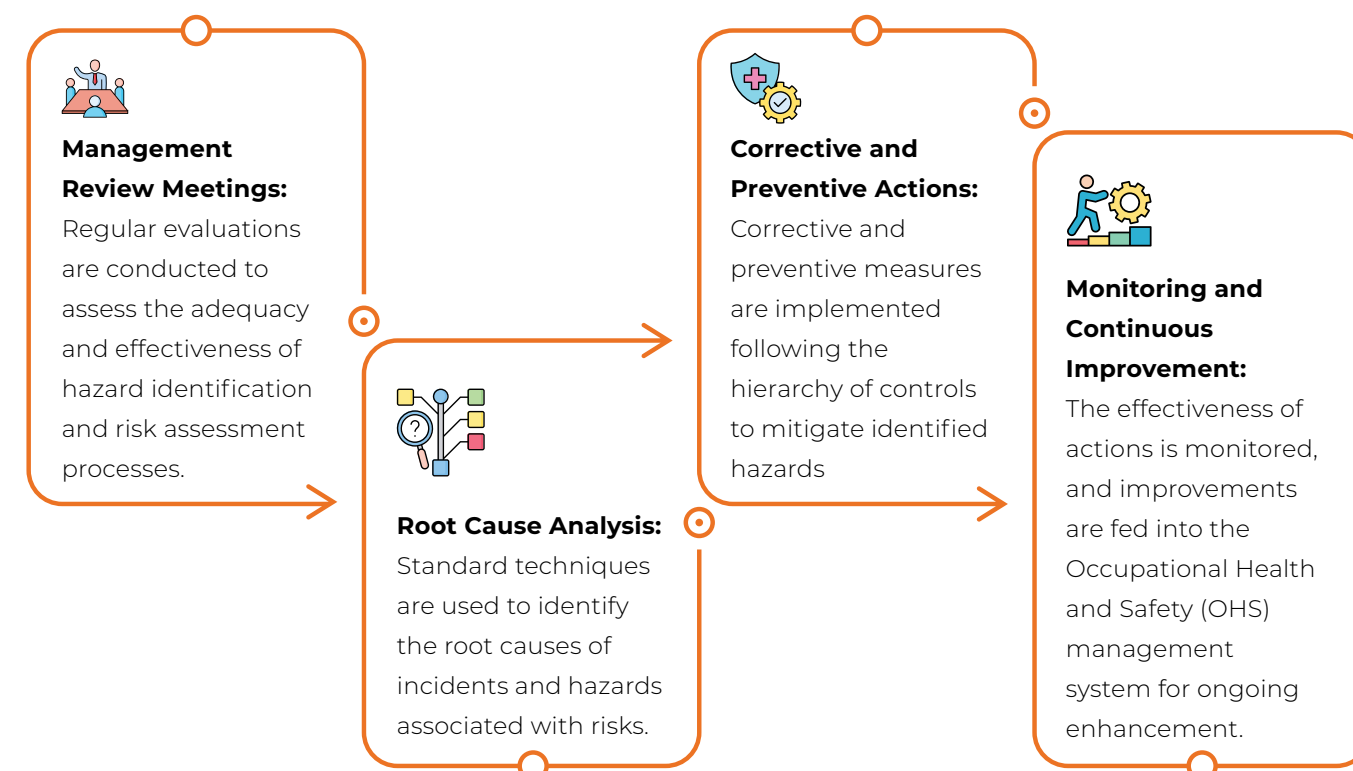
- ◆ Hazard Identification and Risk Assessment (HIRA)
- ◆ Job Safety Analysis (JSA)
- ◆ Workplace inspections and GEMBA walks
- ◆ Incident and near-miss analysis
- ◆ Safety committee reviews and worker consultations

This comprehensive framework enables real-time identification of hazards across production, maintenance, logistics, and administrative functions, ensuring that all operational risks are systematically evaluated and controlled.

In the context of chemical and process safety, specific risks were identified related to:

- ◆ Sealants – potential for skin or respiratory irritation; handled with PPE and ventilation systems.
- ◆ Used Oil – risk of spillage and contamination; managed through containment, labeling, and SPCCB-approved disposal.
- ◆ Laminators and Generators – exposure to heat, noise, and mechanical hazards; mitigated via insulated guards, ear protection, and regular maintenance.
- ◆ Flux – chemical exposure risks controlled through local exhaust ventilation and safe storage protocols.

Periodic risk assessments are conducted to re-evaluate hazards following process changes, equipment upgrades, or incident learnings. Corrective and preventive actions are reviewed monthly by site EHS teams and verified during management safety reviews.



Employee and Workers Participation

At Saatvik, worker participation is the cornerstone of our safety culture. We believe that the most effective safety systems are those co-created by the people they protect.

We promote meaningful worker engagement in all aspects of health and safety management — from hazard identification and risk assessments to audits, inspections, and incident investigations.

Formal participation mechanisms include:

- ◆ EHS Committees at all manufacturing sites, comprising representatives from management, supervisors, and workers (including contractors).
- ◆ Quarterly committee meetings to review safety performance, discuss incidents, and monitor corrective actions.
- ◆ Toolbox Talks and GEMBA Walks for daily on-ground awareness and dialogue.
- ◆ Safety Suggestion Boxes and open-house sessions for employees to propose improvements.
- ◆ Internal communications via notice boards, circulars, and digital dashboards for OHS updates and alerts.

All worker suggestions and observations are documented, tracked, and incorporated into corrective action plans where feasible.

To strengthen inclusivity, contractual workers are equally represented in safety committees, ensuring their voices are heard and valued.

Saatvik has institutionalized the “Right to Refuse Unsafe Work” policy, empowering all workers to immediately stop unsafe operations without fear of retaliation.

Any such report is escalated directly to the site’s EHS Head for verification and resolution.

To encourage a proactive safety mindset, Saatvik operates a Safety Reward and Recognition Program that acknowledges employees and contractors for demonstrating safe behaviour, identifying potential hazards, or suggesting innovative safety improvements.

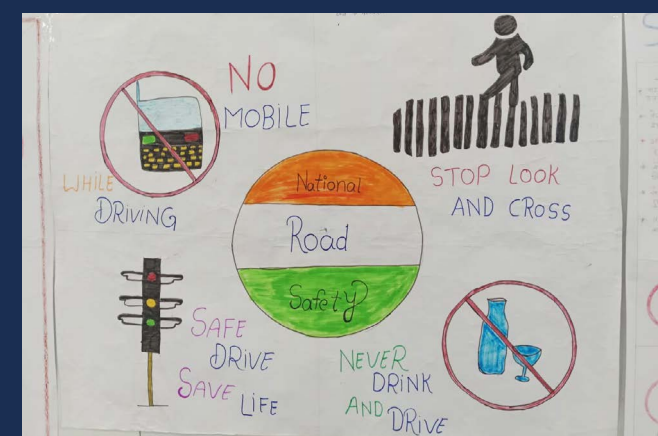
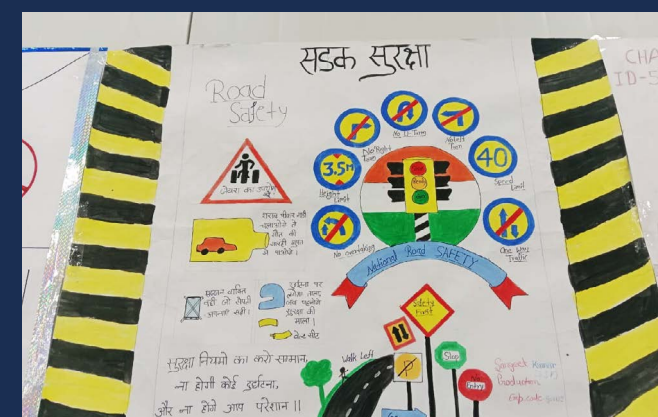
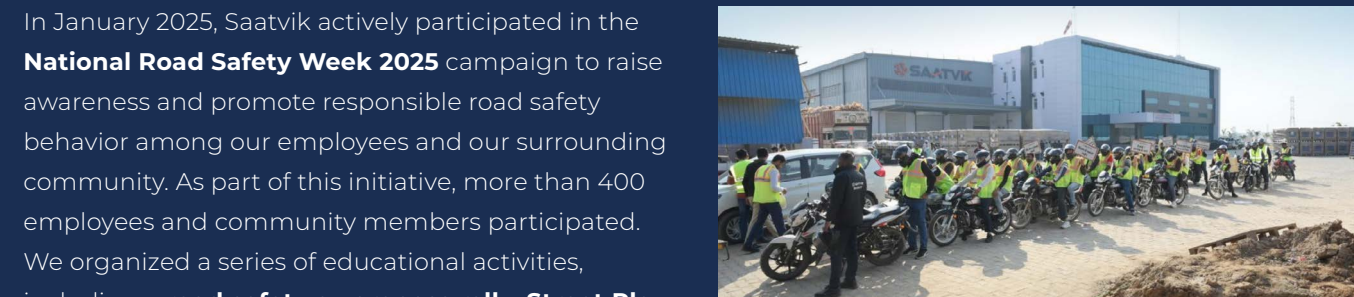
This participatory approach has significantly improved reporting culture and led to an increase in near-miss reporting, a key indicator of a maturing safety culture.

Particulars	Total (Incidents)	Male (Incidents)	Female (Incidents)
The number and rate of fatalities as a result of work-related injury	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
The number and rate of recordable work-related injuries /accidents	4	4	0
The main types of work-related injury	0	0	0
Number of days lost due to work-related injuries, fatalities, and ill health	0	0	0
The number of hours worked	62,21,481	61,76,077	45,404

1. Approach for employees working days: total working days= total working days(365)-Sunday(52)-Alternate Saturday(24)-Gazetted holiday(10)-paid leaves (25 availed out of entitled 30)
2. Approach for workers working days: Total working days= total working days(365)-Sunday(52)-Gazetted holiday(10)-paid leaves(20)

CELEBRATION OF ROAD SAFETY WEEK, 2025

In January 2025, Saatvik actively participated in the **National Road Safety Week 2025** campaign to raise awareness and promote responsible road safety behavior among our employees and our surrounding community. As part of this initiative, more than 400 employees and community members participated. We organized a series of educational activities, including a **road safety awareness rally, Street Play (Nukkad Natak), poster-making competition, and public interaction sessions**. Campaign materials were distributed to nearby schools and commuters to increase participation. This was done to emphasize the importance of road safety and disciplined commuting practices. The event was conducted in collaboration with the **local administration and law enforcement authorities**, this ensured widespread engagement with the community and helped in generating an impact. Through this initiative, we reinforced our commitment to safety beyond the workplace, encouraging behavioral change and fostering a culture of responsible mobility on the roads. This also led to Zero road incidents recorded during campaign week at organizational level.



Safety Measures at Saatvik

To maintain a secure work environment and uphold the highest safety standards, we implement the following measures across our operations and supply chain



Contractor & Vendor Compliance:

Contractors and vendors must comply with the Supplier Code of Conduct and OHS standards, undergo pre-qualification checks, and complete site-specific safety inductions and refresher training.



Corrective Actions & Collaboration:

Non-compliance and incidents are investigated with contractors, and corrective actions are implemented. Suppliers are engaged on safe handling and transportation practices.



Permit-to-Work System:

High-risk tasks like hot work and confined space entry are controlled through a permit-to-work system to ensure safety.



Audits & Inspections:

Regular internal and external audits monitor compliance, identify unsafe conditions, and ensure corrective actions are taken



Risk Reduction:

Unsafe tools are eliminated, safer chemicals substituted, and engineering controls such as machine guarding and fall arrest systems are implemented. SOPs are updated, and PTW/ LOTO systems are reinforced. Additionally, our EHS team keeps a check on all equipments and undertake maintenance and safety checks at periodic intervals.



Personal Protective Equipment (PPE):

PPE, including flame-resistant clothing, cut-resistant gloves, and helmets, is provided for high-risk tasks.



Safety Enhancements:

Ergonomic assessments, noise reduction, improved lighting, and mechanical aids are used to improve safety.



OUR PATH FORWARD

As Saatvik continues its journey toward sustainable excellence, we remain deeply committed to evolving from reporting performance to demonstrating impact. Our next phase of sustainability integration focuses on data transparency, strategic alignment, and measurable progress across environmental, social, and governance pillars.

In the years ahead, Saatvik aims to elevate its sustainability reporting to meet global benchmarks — enhancing scope, depth, and assurance of disclosures.

Our future priorities include:

01

Establishing comprehensive, measurable ESG targets and an integrated sustainability strategy that aligns with India's Net Zero by 2070 commitment and the UN Sustainable Development Goals (SDGs).

02

Conducting a formal Double Materiality Assessment in line with GRI 2021 and ESRS (European Sustainability Reporting Standards) to identify and prioritize both impact and financial materiality issues.

03

Expanding data coverage and granularity across all key ESG metrics, including waste, biodiversity, gender diversity, training, and supply-chain sustainability.

04

Calculating and disclosing Scope 3 greenhouse gas emissions to capture value-chain impacts and guide climate action plans.

05

Aligning climate-related disclosures to strengthen transparency and resilience in business strategy.

06

Enhancing social and governance reporting, including human rights, diversity, board oversight, and ethical supply chain performance.

07

Adopting global best practices and pursuing external assurance to ensure credibility, comparability, and stakeholder trust in our sustainability disclosures.

By embedding sustainability into the core of our business strategy, Saatvik aims to progress from compliance-driven reporting to performance- and impact-driven stewardship.

Our goal is clear: to create shared value for all stakeholders — customers, investors, employees, suppliers, and communities, while contributing meaningfully to India's clean energy transition and global climate goals.

Through continuous improvement, innovation, and collaboration, Saatvik will continue to power progress — responsibly, transparently, and sustainably.

GRI CONTENT INDEX

Statement of use: Saatvik Group has reported the information cited in this GRI content index for the period April 1, 2024 to March 31, 2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI	Description	Location
2-1	Organizational details	14, 15, 16, 17
2-2	Entities included in organization’s sustainability reporting	5
2-3	Reporting period, frequency and contact point	5, 6
2-6	Activities, value chain and other business relationships	21
2-7	Employees	34
2-8	Workers who are not employees	50
2-9	Governance structure and composition	20, 21
205-3	Confirmed incidents of corruption and actions taken	22
207-1	Approach to tax	23
302-1	Energy Consumption within the organization	27
302-3	Energy Intensity	27
305-1	Direct GHG emissions (Scope 1)	25, 26
305-2	Energy indirect GHG emissions (Scope 2)	25, 26
305-4	GHG emissions intensity	25
303-1	Interactions with water as a shared resource	28
303-3	Water withdrawal	28
303-4	Water discharged	28
303-5	Water consumption	28
306-2	Management of significant waste related impacts	29, 30
306 -3	Waste Generated	30
401-1	New employee hires and employee turnover	33, 34
401-2	Benefits provided to full-time employees	36
401-3	Parental leave	36
403-1	Occupational health and safety management system	48, 49
403-2	Hazard identification, risk assessment, and incident investigation	51
403-3	Occupational health services	49, 54

GRI	Description	Location
403-4	Worker participation, consultation, and communication on occupational health and safety	50, 52
403-5	Worker training on occupational health and safety	50
403-6	Promotion of worker health	49
403-7	Prevention and mitigation of occupational health and safety impacts	51, 54
403-8	Workers covered by an occupational health and safety management system	50
403-10	Work related ill health	52
404-1	Average hours of training per year per employee by gender, employee category, and other diversity indicators	50
404-2	Programs for upgrading employee skills and transition assistance programs	35
404-3	Percentage of employees receiving regular performance and career development reviews	35
405-1	Diversity of governance bodies and employees	21
406-1	Incidents of discrimination and corrective actions taken	39
407-1	Freedom of association and collective bargaining agreements	39
408-1	Operations and suppliers at significant risk for incidents of child labor	40
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	40
410-1	Security personnel trained in human rights policies and procedures	39
413-1	Operations with local community engagement, impact assessments and development programs	41, 42
413-2	Operations with significant actual and potential negative impacts on local communities	44, 45, 46, 47
418-1	Substantiated complaints concerning breaches of customer privacy and data security	23

/ BRSR AND SDG MAPPING

BRSR Principle	SDGs Mapped	Page No.
PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable	SDG 16: Peace, Justice, and Strong Institutions	20
	SDG 8: Decent Work and Economic Growth	16
PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe	SDG 13: Climate Action	24
PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	SDG 3: Good Health and Well-Being	36, 48
	SDG 8: Decent Work and Economic Growth	36
PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders	SDG 16: Peace, Justice, and Strong Institutions	19
	SDG 17: Partnerships for the Goals	17, 42
PRINCIPLE 5: Businesses should respect and promote human rights	SDG 8: Decent Work and Economic Growth	39
	SDG 10: Reduced Inequalities	39
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment	SDG 12: Responsible Consumption and Production	27
	SDG 13: Climate Action	24
PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	SDG 16: Peace, Justice, and Strong Institutions	20, 22
	SDG 17: Partnerships for the Goals	17, 42
PRINCIPLE 8 :Businesses should promote inclusive growth and equitable development	SDG 10: Reduced Inequalities	39
	SDG 8: Decent Work and Economic Growth	38, 39
PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner	SDG 10: Reduced Inequalities	39
	SDG 8: Decent Work and Economic Growth	36, 38

/ ANNEXURE

/ ENVIRONMENTAL

GHG Emissions

Particulars	UoM	FY 2024-25
Scope 1 Emissions	tCO ₂ e	204.21
Scope 2 Emissions	tCO ₂ e	17164.00
Total S1+ S2 Emission	tCO ₂ e	17368.20
GHG Intensity (MW of energy produced)	tCO ₂ e/MW	12.51

Energy

Particulars	UoM	FY 2024-25
Energy from Non-Renewable Fuel	GJ	1,996.00
Energy from Electricity (Grid)	GJ	84,994.00
Energy from Electricity (RE)	GJ	2,697.54
Total Energy Consumed	GJ	89,687.52
Energy Intensity (MW of energy produced)	GJ/MW	64.61

Water

Particulars	UoM	FY 2024-25
Water Withdrawal	ML	17.89
Water Consumption	ML	8.89
Water Discharged	ML	9.00

/ SOCIAL

Total Employees

Category	Total
Male	2,793
Female	21
Total Employees	2,814

New Employees Hired

Category	Total
Male	129
Female	17
New Employees Hired	146

Employee Turnover

Category	Total
Male	63
Female	8
Employee Turnover	71

Board Composition

<30 years		30-50 years		>50 years	
Male	Female	Male	Female	Male	Female
1	1	1	0	2	1

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.

Employee Category	Male	Female	Total
Senior Management	26	0	26
Middle Management	60	2	62
Junior Management	461	18	479

Health and safety trainings

Particulars	Unit	Male	Female
Senior management	Number	26	0
Middle management	Number	60	2
Junior management	Number	308	14
Workers (permanent)	Number	153	4
Contractual workers	Number	2,246	1

Health and safety related incidents

Particulars	Total (Incidents)	Male (Incidents)	Female (Incidents)
The number and rate of fatalities as a result of work-related injury	0	0	0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
The number and rate of recordable work-related injuries/accidents	4	4	0
The main types of work-related injury	0	0	0
Number of days lost due to work-related injuries, fatalities, and ill health	0	0	0
The number of hours worked	62,21,481	61,76,077	45,404



Registered Office

Village Dubli, VPO Bihta, Tehsil Ambala, Haryana – 133101

Corporate Office

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