ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

SSEL

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

Version 1.0 Dated 16.12.2025

No. of Pages 10

Developed by: Chief Sustainability Officer

Owner Department: ESG Department

Approved by : Group CEO

1. Purpose

The Company is committed to conducting its business responsibly, ethically and sustainably while creating long-term value for all stakeholders.

This Environmental, Social and Governance ("ESG") Policy establishes the Company's overarching commitments to integrating sustainability considerations into its business strategy, operations, products, services, supply chain and governance processes.

The Policy provides the overarching framework for managing ESG-related risks and opportunities, supports sustainable business growth, strengthens resilience and enhances stakeholder confidence. It complements the Company's existing governance framework and shall be read together with other related policies.

2. Scope

This Policy applies to:

- Members of the Board of Directors;
- All permanent, temporary and contractual employees;
- Consultants, trainees and apprentices;
- Subsidiaries and controlled entities; and
- Suppliers, contractors, service providers, business partners and other stakeholders, where applicable.

The Company encourages its value chain partners to adopt business practices consistent with the principles contained in this Policy.

3. Vision

To be a trusted and responsible manufacturing company that creates sustainable value through innovation, operational excellence, environmental stewardship, ethical governance and respect for people while contributing to inclusive economic development and a low-carbon future.

4. Policy Statement

The Company believes that long-term business success depends upon balancing economic growth with environmental protection, social responsibility and sound corporate governance.

Accordingly, the Company commits to:

- Integrating ESG considerations into business planning and decision-making;
- Protecting the environment and conserving natural resources;
- Respecting internationally recognised human rights;
- providing safe, healthy and inclusive workplaces;
- Conducting business with integrity and transparency;
- Complying with applicable laws and regulations;
- Managing ESG risks and opportunities;
- Engaging constructively with stakeholders; and
- Continually improving ESG performance.

5. ESG Guiding Principles

The Company shall conduct its business in accordance with the following principles:

- Integrity and ethical conduct
- Accountability
- Transparency
- Regulatory compliance
- Respect for human rights
- Environmental stewardship
- Resource efficiency
- Innovation
- Stakeholder engagement
- Risk-based decision making
- Precautionary approach
- Continuous improvement

6. Material ESG Topics

The Company recognises that ESG priorities evolve over time.

Accordingly, the Company shall periodically identify and review its material ESG topics based on:

- The nature of its business and operations;
- Stakeholder expectations;
- Enterprise risks and opportunities;
- Applicable legal and regulatory requirements;
- Industry developments; and
- Long-term business strategy.

The outcomes of such assessments shall guide the Company's ESG priorities, objectives, performance indicators and disclosures.

7. Environmental Commitments

The Company is committed to minimising the environmental impact of its operations and promoting responsible use of natural resources throughout the value chain.

Climate Change

The Company shall endeavour to:

- Improve energy efficiency;
- Reduce greenhouse gas emissions;
- Increase the use of renewable energy where technically and economically feasible;
- Evaluate climate-related risks and opportunities in business planning;
- Support climate resilience through sustainable operational practices.

Energy Management

The Company shall:

- Optimise energy consumption;
- Adopt energy-efficient technologies;
- Monitor significant energy uses;
- Encourage responsible energy use across all operations.

Water Stewardship

The Company shall strive to:

- Optimise water consumption;
- Improve water-use efficiency;
- Recycle and reuse water wherever feasible;
- Prevent contamination of water resources.

Waste Management and Circular Economy

The Company shall:

- Minimise waste generation;
- Promote waste reduction, reuse, recycling and recovery;
- Encourage circular economy principles in products and operations;
- Ensure environmentally sound disposal of waste.

Pollution Prevention

The Company shall endeavour to prevent or minimise:

- Air emissions;
- Water pollution;
- Soil contamination;
- Noise pollution; and
- Accidental environmental releases.

Biodiversity

Where its operations may affect biodiversity or ecosystems, the Company shall seek to identify, assess and minimise adverse impacts and promote responsible environmental stewardship.

8. Social Commitments

The Company recognises that employees, contractors, customers, suppliers and communities are essential stakeholders in achieving sustainable growth.

Human Rights

The Company respects internationally recognised human rights and is committed to providing a workplace free from:

- Forced labour;
- Child labour;
- Discrimination;
- Harassment;
- Human trafficking; and
- Retaliation.

Health, Safety and Well-being

The Company shall strive to:

- Provide safe and healthy workplaces;
- Prevent occupational injuries and illnesses;
- Strengthen a proactive safety culture;
- Promote employee health and well-being; and
- Continually improve occupational health and safety performance.

Diversity, Equity and Inclusion

The Company is committed to fostering a diverse, equitable and inclusive workplace that provides equal opportunities and treats every individual with dignity, fairness and respect.

Learning and Development

The Company shall promote continuous learning, leadership development, technical competence and employee capability building.

Community Engagement

The Company seeks to contribute positively to society through responsible business practices, community engagement and initiatives undertaken in accordance with applicable laws and Company policies.

9. Governance Commitments

The Company believes that robust governance is fundamental to sustainable business performance.

Accordingly, the Company commits to maintaining high standards of:

Business Ethics

Conducting business honestly, fairly and ethically.

Compliance

Complying with all applicable laws, regulations, contractual obligations and internal policies.

Anti-Bribery and Anti-Corruption

Maintaining zero tolerance towards bribery, corruption, fraud and unethical business conduct.

Responsible Procurement

Promoting responsible sourcing and encouraging suppliers to uphold environmental, labour, ethical and governance standards.

Risk Management

Integrating ESG risks and opportunities, where appropriate, into the Company's Enterprise Risk Management framework to support informed decision-making and long-term resilience.

Data Privacy and Information Security

Protecting confidential information and personal data through appropriate governance and security measures.

Transparency

Communicating ESG performance in an accurate, balanced and transparent manner consistent with applicable reporting obligations.

10. Climate Strategy and Transition

The Company recognises that climate change presents both risks and opportunities.

Accordingly, the Company shall seek to progressively improve its environmental performance by enhancing energy efficiency, reducing greenhouse gas emissions, promoting resource-efficient technologies and evaluating opportunities to develop products, services and business practices that support the transition to a lower-carbon economy.

The Company shall establish climate-related objectives and targets as appropriate, taking into consideration technological feasibility, financial prudence and evolving stakeholder expectations.

11. Stakeholder Engagement

The Company values constructive engagement with employees, customers, investors, suppliers, lenders, regulators, communities and other stakeholders.

Stakeholder feedback shall be considered while identifying material ESG topics, strengthening sustainability programmes and enhancing business resilience.

12. ESG Governance

The Board of Directors has ultimate responsibility for oversight of the Company's ESG strategy, material ESG risks and opportunities, and sustainability performance.

The Board may discharge this responsibility directly or through a designated Board Committee, as determined by the Company's governance framework.

The Chief Sustainability Officer shall coordinate implementation of this Policy and monitor ESG performance across the organisation.

Business and Functional Heads shall integrate ESG considerations into operational planning and decision-making and shall be accountable for implementing this Policy within their respective areas of responsibility.

Every employee is expected to comply with this Policy and contribute to achieving the Company's sustainability objectives.

13. Monitoring, Reporting and Continuous Improvement

The Company shall periodically monitor ESG performance using appropriate qualitative and quantitative indicators.

Where applicable, ESG performance may be reported through statutory disclosures, the Business Responsibility and Sustainability Report (BRSR), sustainability reports or other public communications.

The Company is committed to continually improving its ESG performance through innovation, stakeholder engagement, periodic reviews, benchmarking and adoption of recognised best practices.

14. Related Policies

This Policy should be read together with, among others:

- Code of Conduct
- Business Ethics Policy
- Environmental Policy
- Occupational Health and Safety Policy
- Human Rights Policy
- Diversity, Equity and Inclusion Policy
- Prevention of Sexual Harassment (POSH) Policy
- Whistleblower (Speak Up) Policy
- Risk Management Policy
- Supplier Code of Conduct
- CSR Policy (where applicable)
- Information Security and Data Privacy Policy

15. Review of Policy

This Policy shall be reviewed by the Chief Sustainability Officer and placed before the Board of Directors or the designated Board Committee for review and approval at least once every two years or earlier, if considered necessary due to changes in legislation, business operations, stakeholder expectations or strategic priorities.

16. Reference Frameworks

This Policy has been developed with reference to internationally recognised ESG principles and applicable Indian regulatory requirements, including, where relevant:

- Companies Act, 2013
- SEBI Business Responsibility and Sustainability Reporting (BRSR) Framework
- National Guidelines on Responsible Business Conduct (NGRBC)

- Global Reporting Initiative (GRI) Standards
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC)
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- ISO 14001 – Environmental Management Systems
- ISO 45001 – Occupational Health and Safety Management Systems
- ISO 50001 – Energy Management Systems
- Other applicable laws, regulations and recognised sustainability frameworks, as adopted by the Company from time to time.

Review Frequency: Once every two years or earlier, if warranted by changes in applicable laws, regulations, stakeholder expectations or business requirements.

For

Indosol Solar Pvt. Ltd.

Signature: ______________________ Date: ________________________

Name of Signatory: ____________________

Designation of Signatory: _________________

• • •