

Sustainability Impact Story of **IREDA**

ESG Report FY 2025-26



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About the Report

Sustainability Impact Story of IREDA

This report marks a significant milestone in IREDA's sustainability journey—the publication of our **first Sustainability Report**. It represents a conscious step forward in how we articulate, measure, and disclose the impact of our role as India's premier public sector financier for renewable energy and energy transition.

Anchored in the theme **"Sustainability Impact Story of IREDA,"** this report moves beyond numbers to present a cohesive narrative of how sustainability is embedded within our purpose, governance, financing activities, and stakeholder relationships. It reflects our belief that responsible finance must be transparent, accountable and aligned with long term national and global sustainability priorities.

As a Navratna Government of India enterprise under the Ministry of New and Renewable Energy (MNRE), we recognise our responsibility not only to finance clean energy, but also to demonstrate leadership in sustainability disclosure and ESG governance. This inaugural report is therefore both a reflection of where we stand today and a foundation for more structured, comparable and assured reporting in the years ahead.

Report Scope and Boundary

This is a consolidated sustainability report, covering:

- Indian Renewable Energy Development Agency Limited (IREDA)
- IREDA Global Green Energy Finance IFSC Ltd., a 100% wholly owned subsidiary

The report captures our economic, environmental, social and governance (ESG) performance, including policies, practices, systems and outcomes relevant to our financing operations, internal processes and stakeholder engagement.

Unless stated otherwise, disclosures primarily relate to operations within India, with appropriate inclusion of subsidiary specific information.

Reporting Frameworks and Alignment

As part of our first sustainability reporting exercise, we have adopted globally recognised and widely accepted frameworks to ensure **credibility, consistency and future readiness**. The report has been prepared with reference to:

- **Global Reporting Initiative (GRI Standards)** – for comprehensive ESG disclosures
- **SASB Standards** – to reflect financial material sustainability issues relevant to development finance and NBFCs
- **United Nations Sustainable Development Goals (UN SDGs)** – to demonstrate alignment with national and global sustainable development priorities

These frameworks provide a structured foundation for IREDA's evolving ESG reporting journey and enable meaningful engagement with investors, regulators and stakeholders.

Reporting Period

The reporting period for this inaugural Sustainability Report is **1st April 2025 to 31st March 2026**. Wherever relevant, comparative information from the previous financial year has been included to establish baseline performance and enhance transparency.



Assurance

Given that this is IREDA's first Sustainability Report, the BRSR Core disclosures have **been subjected to external independent assurance by M/S Shiv & Associates**. Other parameters the data and qualitative information presented are supported by established internal controls, governance oversight and validation processes.

Restatement

As part of our ongoing commitment to continuous improvement and compliance with applicable reporting standards, we have reviewed and enhanced our methodologies, assumptions, and data-mapping processes.

Based on this review, certain previously reported figures have been revised and restated to better reflect the underlying information and ensure greater accuracy, consistency, and alignment with relevant standards and reporting requirements.

These revisions do not reflect changes in the underlying business activities but rather result from improvements in our calculation approaches, data classification, and reporting methodologies. We believe that the updated figures provide a more accurate and transparent representation of our performance and disclosures.

Aligning with India's Panchamrit Vision and LiFE Initiative

At COP26 in Glasgow, India outlined its Panchamrit commitments, setting a clear direction for the country's transition to a low-carbon and climate-resilient future.

These commitments include

1

Achieving 500 GW of non-fossil fuel energy capacity by 2030

2

Meeting 50% of energy requirements through renewable sources

3

Reducing projected carbon emissions by one billion tonnes,

4

Lowering the carbon intensity of the economy by 45% from 2005 levels,

5

Achieving net-zero emissions by 2070.

India also introduced Lifestyle for Environment (LiFE), a global movement that encourages responsible consumption and sustainable lifestyles. The initiative emphasizes the role of individuals, communities, and institutions in making environmentally conscious choices and advancing climate action through everyday practices.

Together, the Panchamrit goals and the LiFE initiative reflect India's holistic approach to sustainable development, combining large-scale climate action with responsible resource use. As India's leading renewable energy financing institution, IREDA supports these national priorities by financing projects across solar, wind, hydropower, bioenergy, energy efficiency, green hydrogen, e-mobility, and other clean energy sectors.

Through these investments, IREDA helps expand renewable energy capacity, increase access to clean energy, and support the transition towards a greener economy.

By enabling the development of clean energy infrastructure, IREDA contributes to reducing greenhouse gas emissions and supporting India's efforts to lower carbon intensity. Through continued investment in low-carbon technologies and sustainable projects, IREDA also supports the country's long-term goal of achieving net-zero emissions by 2070.

Aligned with the vision of Panchamrit and LiFE, IREDA continues to channel financial resources towards projects that strengthen energy security, promote sustainable development, and support India's transition to a cleaner and more climate-resilient future.

About IREDA

Powering India's Clean Energy Transition with Purpose and Trust

Who we are

We are Indian Renewable Energy Development Agency Limited (IREDA), a Navratna Government of India enterprise operating under the administrative control of the Ministry of New and Renewable Energy (MNRE). Established in 1987 as a Public Limited Government Company, we function as a Non Banking Financial Company (NBFC) registered with the Reserve Bank of India and notified as a Public Financial Institution under the Companies Act.

With our enduring motto "Energy for Ever"—we have been at the forefront of financing India's renewable energy and energy efficiency journey for nearly four decades. Our mandate is clear: to promote, develop, and extend financial assistance for projects that generate energy from new and renewable sources and enhance energy efficiency and conservation across the country.

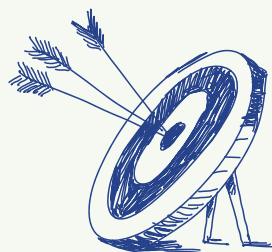
Over the years, we have evolved from a specialised financier into a systemically important institution that supports national energy priorities, enables market development, and de risks investments in emerging clean energy technologies.

Our Vision and Mission



We are guided by a clear and purposeful vision:

To expand and transition renewable energy towards affordability, scalability and long term sustainability in the country.



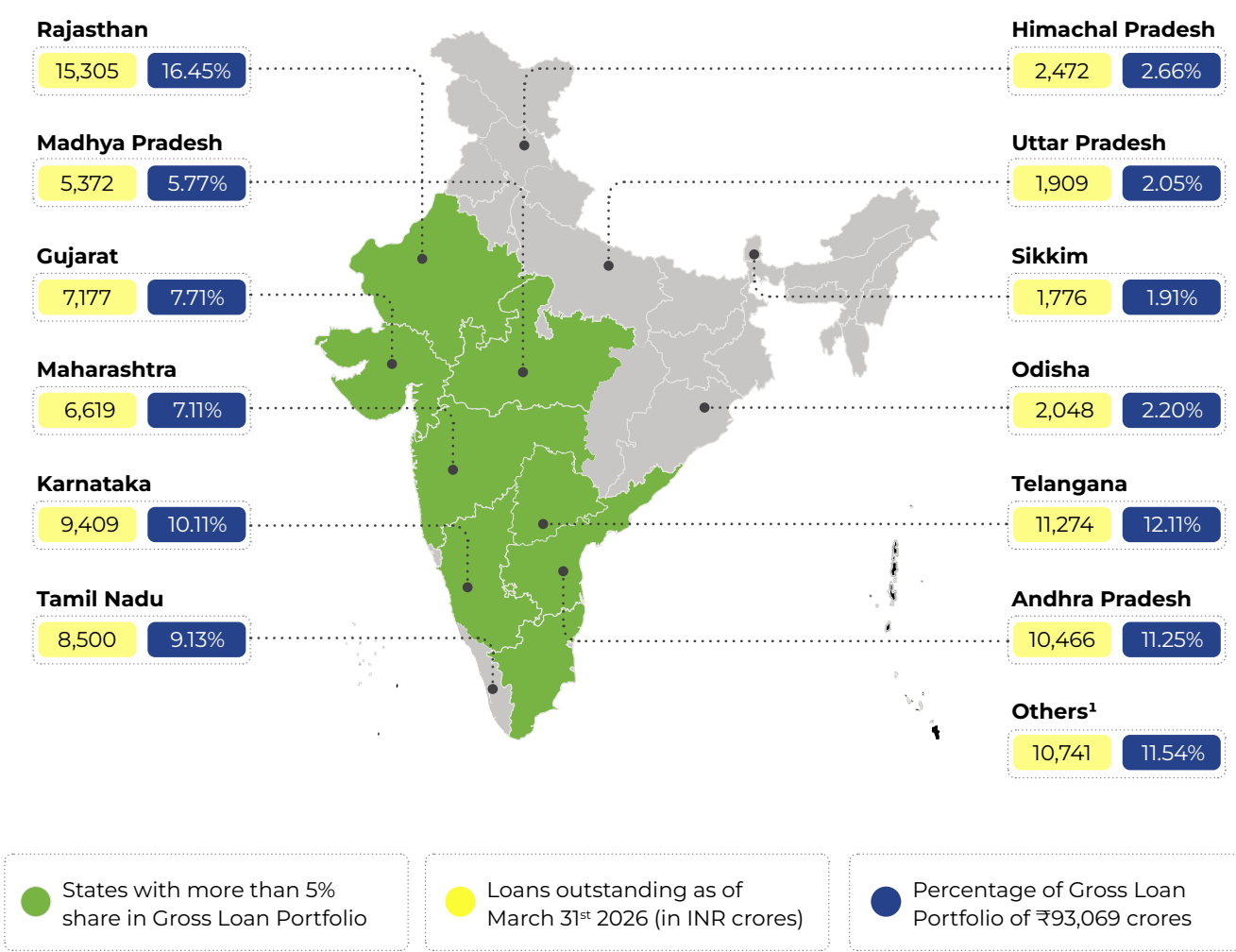
Our mission reinforces this aspiration:

To be a pioneering, participant friendly and competitive institution for financing and promoting self sustaining investment in energy generation from renewable sources, energy efficiency and environmental technologies for sustainable development.

Together, our vision and mission shape how we deploy capital, design financial products, engage with stakeholders, and align ourselves with India's climate and development ambitions.

Our Operational Footprint

With 9 offices and 1 solar plant in India, we maintain a pan India operational footprint, supporting renewable energy projects across diverse geographies—ranging from utility scale installations to distributed and decentralised energy solutions. Our financing has enabled clean energy deployment in both resource rich and underserved regions, contributing to regional development, energy access, and economic opportunities.



¹Above map may not be an accurate representation of geography of India

As of 31st March 2026, our gross loan portfolio stood at ₹93,069 crore, supporting the addition of 6.7 GW of renewable energy capacity during the year and a cumulative capacity of 33.7 GW across multiple states and union territories in India. The loan portfolio also includes financing for emerging clean energy solutions such as bioenergy, BESS, green hydrogen, and other sustainable technologies. This geographic spread allows us to respond effectively to state specific policy environments while advancing national clean energy targets.

Financing the Full Spectrum of the Energy Transition

INR 93,069 Cr.



Total Loan Book

INR 46,089 Cr.



Portfolio (includes Solar, Wind,
Hydro and Hybrid Wind Solar)

73:27



Split between Private
& Public loan book

Our Financial Products Portfolio

We provide comprehensive financial solutions that support businesses throughout the entire project lifecycle—from project planning and development to execution and commissioning. Our specialized products are designed to address diverse funding, risk mitigation, and working capital requirements.

- **Project Term Loans:** Project Term Loans are long-term financing facilities provided for the establishment, expansion, modernization, or acquisition of projects and assets.
- **Payment on order instruments:** These instruments facilitate advance payments and procurement activities against confirmed purchase orders or contracts.
- **Refinancing of loans:** Refinancing solutions help borrowers replace existing debt with improved financing structures.
- **Loans against securitization of future cashflows:** Funding is provided against predictable future revenues generated through long-term contracts, offtake agreements, annuities, receivables, or other stable cash flow streams.
- **Loan syndication:** We arrange and structure large financing requirements by bringing together multiple lenders under a single funding framework.
- **Letter of comfort/Letter of undertaking:** These instruments provide assurance to lenders, suppliers, investors, or stakeholders regarding the financial support or commitment of an entity.
- **Top-up loans:** Additional funding facilities extended to existing borrowers with satisfactory repayment track records and operational performance.
- **Guarantee assistance scheme to RE suppliers, developers, manufactures & EPC contractors for bid security:** Specialized support for obtaining financial and performance guarantees required in renewable energy projects.



CMD, IREDA, briefed the Hon'ble Prime Minister of India, Shri Narendra Modi, on IREDA's pivotal role in the development of the renewable energy sector at the 'Utkarsh Odisha: Make in Odisha Conclave 2025' in Bhubaneswar on 28th January 2025

Diversified Loan Portfolio

We operate across a diversified portfolio of traditional and emerging renewable energy segments, enabling both scale and innovation. Beyond traditional renewable energy technologies such as solar, wind, hydro, biomass, transmission and waste to energy, we have progressively expanded into emerging and future ready segments.

Traditional RE technologies

Solar

Hydro

Transmission

Biomass & Cogeneration

Wind

Energy Efficiency & Conservation

Waste-to-energy

Emerging technologies

Battery Storage System

Electric Vehicle Charging Infra

Green Hydrogen & Derivatives

Pumped Storage Hydro

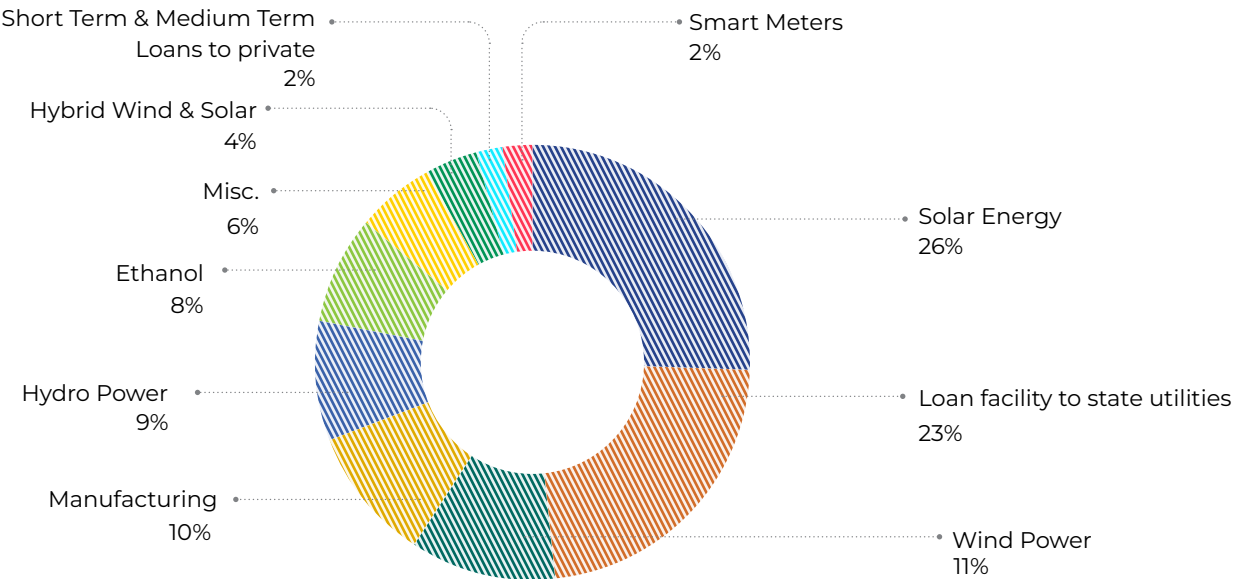
Smart Meters

RE Component Manufacturing

This diversified approach allows us to support India's transition from capacity addition to grid stability, storage integration and clean energy value chain development.

As on 31st March 2026, our loan portfolio demonstrates balanced sectoral participation, supporting ecosystem resilience and energy security.

Sector-wise split of outstanding loans as on 31st March, 2026



Sustainable Finance: Accelerating India's Clean Energy Transition and Net Zero Journey

India's climate action pathway is anchored in its commitment to achieve Net Zero emissions by 2070, supported by ambitious national targets for renewable energy expansion, energy efficiency enhancement and economy-wide decarbonization. As a dedicated institution promoting sustainable development, our financing activities are closely aligned with these priorities and contribute to India's transition towards a low-carbon, climate-resilient future.

Focus Areas of Sustainable Finance

Through our sustainable finance initiatives, we mobilize capital towards projects that generate measurable environmental benefits and advance the country's clean energy ambitions. Our key focus areas include:

- Supporting projects and schemes for the generation of electricity and energy from new and renewable sources.
- Providing efficient and effective financing solutions for renewable energy, energy efficiency and energy conservation projects.
- Promoting responsible environmental stewardship by encouraging borrowers to undertake tree plantation activities in accordance with our Environmental and Social Management System (ESMS) Policy.

ESG Rating

During FY 2025, we continued to strengthen our commitment to sustainable and responsible business practices across environmental, social, and governance (ESG) dimensions. As a result of these efforts, we have achieved the below ESG ratings:

ESG Rating	FY 2025
ESG Risk Assessment and Insight (out of 100)	62
CRISIL (out of 100)	66
NSE (out of 100)	69
SES (out of 100)	76.2

This assessment reflects our progress in integrating sustainability into our business strategy, risk management processes, and operational decision-making. The rating evaluates our performance across key ESG parameters, including climate action, resource efficiency, employee well-being, diversity and inclusion, ethical business conduct, governance effectiveness, and stakeholder engagement.





Awards and Recognition

Acknowledgement of Impact and Credibility

Over the years, our work has been recognised through numerous national and sectoral awards acknowledging our contribution to renewable energy financing, institutional governance, and sustainable development. These recognitions reinforce our responsibility to uphold high standards of performance, transparency, and public value creation.



IREDA Wins Silver at Green Urja Awards for Excellence in Women in Green Energy & Energy Efficiency:

This recognition underscores IREDA's ongoing commitment to fostering an inclusive, equitable, and empowering workplace culture. By creating opportunities for women professionals to lead, innovate, and contribute meaningfully, IREDA supports both organizational excellence and India's clean energy transition. With women representing approximately 23% of its workforce, among the highest proportions within Central Public Sector Enterprises (CPSEs), IREDA recognizes gender diversity as a key driver of sustainable growth, innovation, and long-term value creation in the renewable energy sector.



IREDA Bags 'Excellent' Rating from DPE, Ranked Among Top 4 CPSEs and No. 1 in Power & NBFC Sector

IREDA was recognized by the Department of Public Enterprises (DPE) as the top-performing CPSE in the Power and NBFC sectors for FY 2025-26, earning an 'Excellent' MoU rating for the fifth consecutive year. Ranked among the top four CPSEs in India with a score of 98 and above, this achievement reflects IREDA's strong operational performance, commitment to transparency, and leadership in advancing renewable energy financing.

Message from the Chairman & Managing Director



Dr. Bijay Kumar Mohanty

Chairman & Managing Director (Additional Charge wef 1st July 2026); Director (Finance) and CFO, Indian Renewable Energy Development Agency Limited.

Steering Capital Towards a Sustainable Future

Dear Stakeholders,

At IREDA, sustainability is not an adjunct to our business—it is our business.

It gives me immense pride to present the first Sustainability Report of Indian Renewable Energy Development Agency Limited (IREDA). This report marks an important milestone in our institutional journey and reflects our commitment to transparency, accountability, and responsible growth. More importantly, it embodies the purpose that has guided IREDA since its inception—to channel capital towards projects that create lasting environmental, social, and economic value for the nation.

For IREDA, sustainability is not merely a reporting requirement or a strategic consideration; it is the very foundation upon which our mandate rests. Since 1987, we have been entrusted with a singular mission: to catalyse India's clean energy transition by enabling investments in renewable energy, energy efficiency, and sustainable technologies. Over nearly four decades, IREDA has evolved from a pioneering renewable energy financier into India's premier dedicated green financing institution, supporting national priorities while creating long-term value for stakeholders.

As a Navratna Central Public Sector Enterprise (CPSE) under the administrative control of the Ministry of New and Renewable Energy, Government of India, our role remains deeply intertwined with India's development aspirations, energy security objectives, and climate commitments. Our motto —“**ENERGY FOR EVER**” — captures the enduring vision that guides every decision we take: to ensure that India's progress is powered by energy systems that are clean, resilient, inclusive and sustainable for generations to come.

IREDA stands at the intersection of finance, climate action and nation-building.



India's Clean Energy Journey: Scale, Speed and Responsibility

India today stands at a defining inflection point. As one of the fastest growing major economies, our energy requirements are expanding rapidly. At the same time, India has articulated one of the world's most ambitious climate action pathways—anchored in achieving 500 GW of non fossil fuel capacity by 2030 and Net Zero emissions by 2070.

What makes India's approach distinctive is its balance: development without deprivation, growth without excess, and transitions without exclusion. Renewable energy in India is no longer a future aspiration—it is a present day reality transforming power generation, industrial competitiveness, energy security and livelihoods.

Yet, ambition alone does not translate into infrastructure. Large scale deployment of renewable energy requires stable, long term, risk appropriate finance—particularly for emerging technologies, new business models and first of their kind projects. This is where IREDA plays a defining role.

“Finance is the fulcrum on which the energy transition balances—without it, ambition remains aspiration.”

IREDA's Mandate: Where Finance Meets Climate Action

With over 39 years of experience, IREDA has emerged as India's largest dedicated green financing Non-Banking Financial Company, created exclusively to promote and finance renewable energy, energy efficiency and environmental technologies. Our institutional evolution reflects not only the growth of the renewable energy sector, but also India's emergence as a global clean energy leader.

Today, IREDA brings together a unique combination of sectoral expertise, financial strength, developmental purpose and institutional credibility. We offer a comprehensive suite of financial products and services tailored to the evolving requirements of the renewable energy ecosystem. Our standing as a public financial institution and RBI-registered NBFC reinforces the trust placed in us by borrowers, investors, regulators, policymakers, and all other stakeholders.

Over the decades, IREDA has evolved from a project financier into a strategic enabler of India's clean energy ecosystem. Our financing footprint spans across solar, wind, hydro, biomass, bioenergy, energy efficiency, green hydrogen & its derivatives, energy storage, biofuels, hybrid solutions and Manufacturing for RE related products / Components

During the reporting period, IREDA's operational performance remained strong and resilient:

- Total Loan Sanctions: ₹51,883 crore
- Total Loan Disbursements: ₹34,946 crore

IREDA is India's largest dedicated green financing Non Banking Financial Company, distinguished not only by its scale but by its unwavering commitment to advancing the nation's clean energy transition. Through targeted financing for sectors and technologies that reduce emissions, strengthen domestic manufacturing, encourage innovation, enhance energy security and lower the cost of clean energy for consumers, we actively contribute to a self-reliant Atmanirbhar Bharat.

Through IREDA Global Green Energy Finance IFSC Limited at GIFT City, Gujarat, we are also extending India's leadership in green finance beyond national boundaries. This wholly owned subsidiary positions IREDA to access competitive global capital, facilitate cross-border financing and support sustainable infrastructure both in India and internationally.

Our financing philosophy is anchored in creating long-term environmental, economic, and social value. We strategically support sectors and technologies that reduce emissions, strengthen domestic manufacturing, foster innovation, and accelerate access to affordable clean energy.

Embedding ESG into the Core of the Institution

As a public financial institution, responsible financing begins with responsible operations. Accordingly, IREDA has adopted a comprehensive Environmental, Social and Governance (ESG) Policy, aligned with national priorities and global best practices.

Environmental Stewardship

Given the very nature of our business, IREDA's environmental impact is strongly positive. However, we also recognise the importance of measuring, disclosing and continuously improving our own environmental footprint. As part of this commitment, we are strengthening disclosure across Scope 1, Scope 2 and Scope 3 emissions, fostering ESG awareness and prioritising financing solutions that enable long-term

decarbonisation.

Our role is not limited to financing renewable energy capacity. We are financing resilience, cleaner air, lower emissions, resource efficiency and technology-led transformation across the energy system.

Social Responsibility

IREDA's financing enables outcomes far beyond energy generation. Renewable energy projects create employment across various stages of projects like construction, operations & component manufacturing. It also strengthen MSMEs and entrepreneurs; support regional development; improve energy access; and contribute to safer, cleaner environments for communities.

Our Corporate Social Responsibility initiatives focus on health, education, skill development, environmental awareness and community resilience. Through these efforts, we seek to ensure that the benefits of India's energy transition are shared widely and equitably. Our employees remain central to this mission.

Continuous learning, diversity and inclusion, occupational health, ethical conduct and professional excellence are integral to building an institution that is fit for the future.

Governance and Accountability

Strong governance is non-negotiable for public trust. IREDA continues to uphold robust Board oversight, transparent disclosures, strong internal controls, prudent risk management and a culture of accountability. Our governance standards have been consistently recognised, including repeated strong performance under the Memorandum of Understanding framework of the Department of Public Enterprises.

"Good governance is the bridge between public trust and institutional performance."



Intersolar 2024: Munich Germany



Partnership as the Cornerstone of Progress

IREDA's journey has always been a collective endeavour. Our achievements are a testament to the unwavering support of the Government of India and the Ministry of New & Renewable Energy, for their visionary policies and strategic direction that continue to guide our progress; regulators and oversight bodies for guidance and accountability; developers, lenders and investors for confidence and collaboration; customers and communities for trust; and Team IREDA whose passion and perseverance translate IREDA's vision into meaningful action every day. As India's clean energy sector expands in scale and complexity, partnership will become even more important. Financing the next phase of transition will require deeper collaboration across government, industry, financial institutions, technology providers, global investors and communities.

Looking Ahead: Financing the Next Phase of Transition

The next decade will be decisive for India's clean energy future. As the sector integrates storage, grid stability, green fuels, digital solutions, distributed energy, electric mobility and advanced manufacturing, the role of specialised green financial institutions will become even more critical.

IREDA will continue to innovate financing structures, support emerging technologies, strengthen risk frameworks, build institutional capacity and act as a bridge between policy ambition and project execution. We will continue to finance not only mature renewable energy sectors, but also the technologies that will define the next frontier of decarbonisation — including green hydrogen, energy storage, biofuels and hybrid renewable solutions.

This first Sustainability Report marks the beginning of a more structured, transparent and responsible ESG journey for IREDA. It reflects our belief that long-term value creation lies at the intersection of financial strength, environmental protection and social responsibility.

The Global Context: India's Opportunity to Lead

Globally, the transition to low-carbon energy systems has entered a decisive decade. Clean energy investment is accelerating, but capital remains unevenly distributed, particularly across emerging economies where the need for affordable, patient and risk-aligned finance is significant.

India's experience demonstrates that with the right policy environment, capable institutions and innovative financial instruments, clean energy can be scaled rapidly without compromising development goals. Institutions like IREDA are therefore not only national assets; they are potential global reference points for green finance in developing economies.

Through our expanding domestic role and our presence at GIFT City, IREDA is well positioned to contribute to this global conversation — bringing India's green finance experience to the world while mobilising capital for sustainable infrastructure.

Closing Reflections

As Chairman & Managing Director, I remain deeply proud of what IREDA represents: **a public institution driven by green finance and guided by a developmental conscience**

IREDA's story is one of purpose, resilience and national service. We are not merely financing assets; we are financing cleaner air, stronger energy security, green jobs, technological innovation, inclusive growth and a sustainable future for generations to come.

I extend my sincere gratitude to all stakeholders who continue to place their trust in IREDA. Together, we are not just financing projects — **we are financing India's transition to a sustainable and inclusive future.**

Best Regards,

Dr. Bijay Kumar Mohanty

Chairman & Managing Director (Additional Charge wef 1st July 2026); Director (Finance) and CFO, Indian Renewable Energy Development Agency Limited.

About IREDA's ESG Team

As we proudly present IREDA's first Sustainability Report starting from FY 2025–26, we acknowledge and appreciate the valuable contributions of various departments and stakeholders whose support has helped shape this report. The report reflects IREDA's continued commitment to integrating sustainability into its business strategy, operations, and decision-making processes.

This report highlights IREDA's progress across key environmental, social, and governance priorities, including sustainable finance, resource efficiency, employee well-being, community engagement, and robust corporate governance. It presents the initiatives, achievements, and collaborative efforts undertaken during FY 2025–26 and demonstrates how sustainability considerations are increasingly being embedded across the organization.

The preparation of IREDA's inaugural Sustainability Report has been a significant and collaborative journey for the ESG team. Throughout the reporting cycle, we worked closely with departments across the organization to compile ESG information, understand functional processes, and ensure that disclosures accurately reflect IREDA's sustainability performance. We also engaged extensively with functional teams to clarify reporting requirements, build awareness of ESG indicators, and support the alignment of departmental inputs with applicable reporting frameworks and internal expectations.

These engagements not only strengthened the quality and consistency of disclosures but also enhanced internal understanding of sustainability concepts, documentation practices, and evidence-based reporting. In parallel, efforts were made to strengthen ESG data management through more structured approaches to data collection, review, and validation across departments.

The experience of preparing this report has helped establish stronger processes for ESG reporting and created a valuable foundation for future reporting cycles. We sincerely appreciate the responsiveness, ownership, and collaborative spirit demonstrated by all contributing departments and stakeholders. Their commitment and support have enabled us to present IREDA's sustainability journey with greater clarity, transparency, and confidence.

We hope this inaugural Sustainability Report serves as a meaningful reflection of IREDA's sustainability journey, fosters greater awareness of our ESG commitments and performance, and provides a strong foundation for further strengthening our sustainability practices and creating long-term value for all our stakeholders.



Our ESG Team



Bharat Singh Rajput,
General Manager
(Projects) - ESG



Kanchan Bhalla,
Addl General Manager
(Projects) - ESG



Virat Chaudhary,
Manager - ESG



Stakeholder Engagement And Materiality Analysis



Stakeholder Engagement

At IREDA, we recognize that our operations have direct and indirect impacts on a wide range of stakeholders, including management, employees, equity shareholders, bondholders, lenders, customers across both public and private sectors, government authorities and regulatory bodies. Understanding their expectations and concerns is critical to creating long-term value and managing sustainability-related risks and opportunities.

Stakeholder engagement is overseen by the Stakeholders Relationship Committee, constituted in accordance with the Companies Act, 2013. It is a continuous process through which we engage with stakeholders via regular physical and virtual interactions. These platforms enable direct dialogue with senior leadership, ensuring transparent, timely, and proactive resolution of stakeholder concerns while allowing us to gather valuable feedback, insights, and perspectives from key stakeholder groups.

Employees

Expectation

- Career growth and skill development
- Competitive compensation and benefits
- Work-life balance and well-being
- Recognition and engagement programmes

Grievance Mechanism

We have Grievance Redressal Committee who meets every quarter to address expeditiously through well-defined procedures.

We have a dedicated “Online Portal for Grievance Redressal” for employees. <https://ireda.operations.dynamics.com/?cmp=irn&mi=HcmEmployeeSelfServiceWorkspace>

Engagement Frequency: Routine

Government Bodies (MNRE, etc.)

Expectation

- Policy alignment
- MOUs
- Regulatory clarifications
- Compliance with regulatory standards

Grievance Mechanism

Engagements with Government Bodies are primarily routed through formal regulatory and administrative channels.

Engagement Frequency: Need-based

Regulatory Authorities (SEBI, RBI, etc.)

Expectation

- Compliance with regulations
- Inspections, inquiries
- Regulatory updates

Grievance Mechanism

IREDA engages with regulatory bodies through formal and structured channels in line with statutory requirements.

Engagement Frequency: Annual, Quarterly, Need-based

Investors and Shareholders**Expectation**

- Financial updates, strategic discussions, grievance redressal, feedback and suggestions

Grievance Mechanism

We have a Investor service cell which looks after the complaints from investors. These complaints are redressed on immediate basis.
[https://www.ireda.in/investor service-cell](https://www.ireda.in/investor-service-cell)

Engagement Frequency: Need-based

Customers**Expectation**

Understand financing service quality, grievance resolution, funding clarity

Grievance Mechanism

Citizens/Consumers have the right to approach the relevant officers through email and CPGRAM portal to address any grievances they may have.
 Citizen Charter IREDA 06022025.pdf

Engagement Frequency: Quarterly, Need-based

Vendors**Expectation**

Procurement, compliance with policies, dispute resolution

Grievance Mechanism

Citizens/Consumers have the right to approach the relevant officers through email and CPGRAM portal to address any grievances they may have.
 Citizen Charter IREDA 06022025.pdf

Engagement Frequency: Need-based

Local Communities**Expectation**

Socio-economic development, community feedback, CSR project monitoring

Grievance Mechanism

Citizens/Consumers have the right to approach the relevant officers through email and CPGRAM portal to address any grievances they may have.

Engagement Frequency: Need-based

Industry Associations (CII, IBA, etc.)**Expectation**

Sharing best practices, renewable energy sector promotion

Grievance Mechanism

IREDA engages with industry associations through collaborative and consultative platforms.

Engagement Frequency: Need-based

Refer to page no. 165 of the annual report for engagement mechanism



Double Materiality Assessment

Building on stakeholder engagement, we conduct a materiality assessment to identify and prioritize Environmental, Social, and Governance (ESG) topics that are most relevant to our business and stakeholders. The materiality assessment helps us focus on issues that significantly influence stakeholder decisions and have the potential to impact on our financial performance, reputation, operational resilience, and long-term growth.

We conducted our first Materiality Assessment in FY24. We revisited our materiality assessment in the current reporting year using double materiality guidelines in line with CSRD. This approach enables us to make well-rounded, responsible decisions, ensuring sustainable growth, and the creation of long-term value. We review and update our material topics as needed to ensure they remain aligned with evolving business priorities and stakeholder expectations

Impact Materiality

Impact materiality considers how IREDA's business activities affect the environment, society, and the economy—both positively and negatively. This includes impact of its operations, initiatives aimed at reducing carbon emissions, fostering financial inclusion, and providing support to local communities.

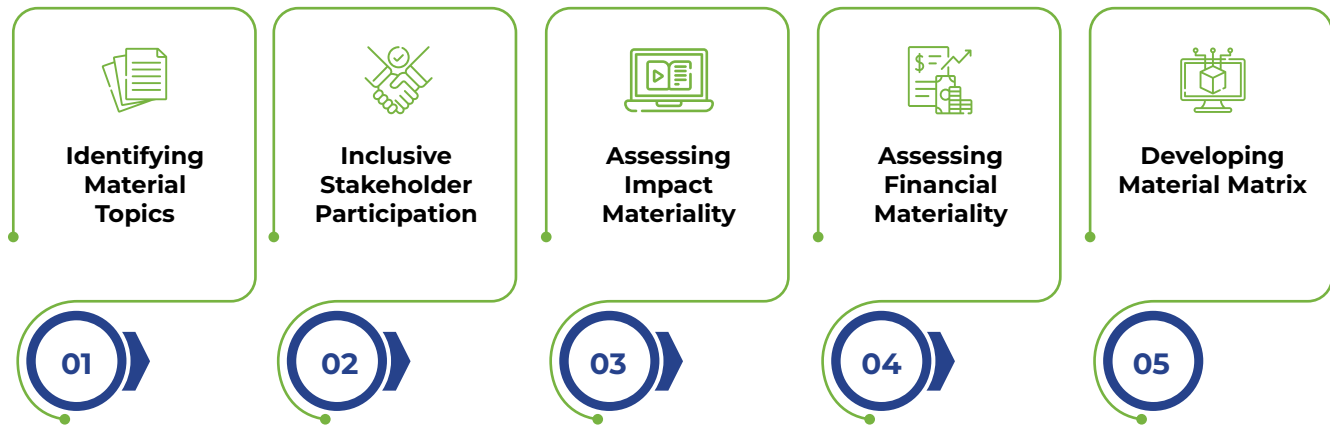
Financial Materiality

Financial materiality focusses on the potential risks posed by external sustainability factors like climate change, regulatory changes, and market transitions, which could impact your company's financial performance and overall enterprise value. By identifying and mitigating these risks, IREDA opens doors for sustainable growth and innovation



World Future Energy Summit 2024 Abu Dhabi.

Materiality Assessment Process



Identifying Material Topics

IREDA began by developing a comprehensive list of potential material topics, drawing from global frameworks such as GRI and SASB, along with peer disclosures and internal discussions with management and business teams. This approach ensured strong alignment with industry's best practices as well as organizational priorities.

Inclusive Stakeholder Participation

To verify and refine these topics, an extensive workshop was conducted with Senior Management to facilitate discussions and provide qualitative insights followed by a detailed survey was conducted.

Assessing Impact Materiality

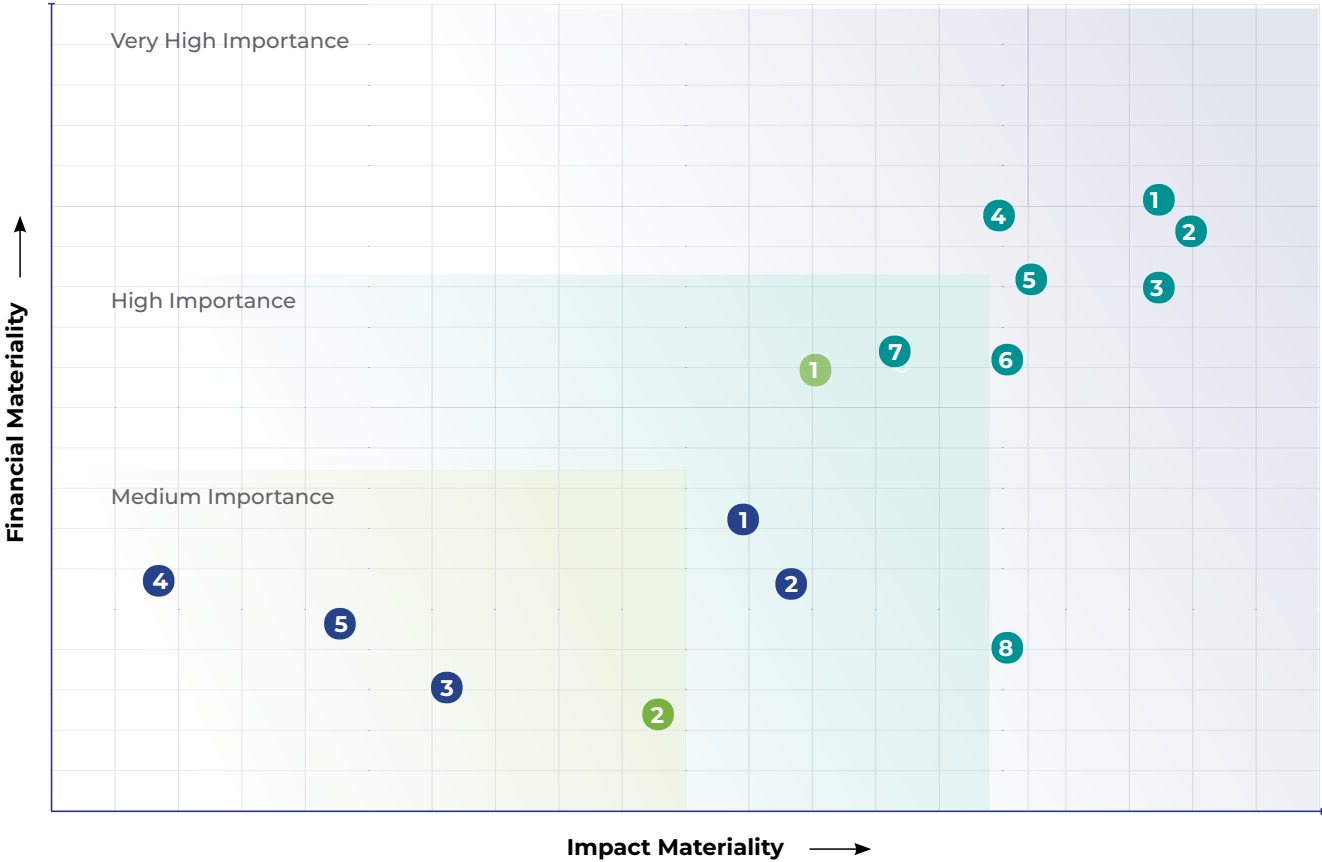
Stakeholder inputs were collected through surveys with Departmental/Sector Heads/Senior leaders, to gain insight into their expectations regarding ESG performance. Each topic was then assessed for its positive or negative impact on society, the environment and governance. Topics that closely aligned with IREDA's business goals and stakeholder interests were prioritised.

Assessing Financial Materiality

Parallely, the financial impact of each topic on business performance, including potential risks, was assessed and opportunities that could affect cash flows, operational resilience, and growth prospects. The evaluation was structured around the six capitals — Financial, Manufactured, Intellectual, Human, Social & Relationship, and Natural — to identify resource dependencies and business outcomes. Material topics with significant financial implications were prioritised.

Developing the Materiality Matrix

The assessed topics were plotted on a Materiality Matrix, classifying them into very high, high and medium priority, helping IREDA focus on issues critical to both the business and stakeholders.



Social

- 1 Human Rights
- 2 Talent Management
- 3 Sustainable Supply Chain Management
- 4 Community Engagement and Development
- 5 Occupational Health & Safety (OHS)

Environment

- 1 Emission Management & Energy Transition
- 2 Operational Eco-efficiency

Governance

- 1 Risk Management
- 2 Regulatory & Legal Compliance
- 3 Corporate Governance and Ethics
- 4 Sustainable & Responsible Finance
- 5 Responsible Lending
- 6 Customer Relationship Management
- 7 Data Privacy and Cyber security
- 8 Digital Transformation & Innovation



Risk Management

Our Approach

We have established a comprehensive risk management framework covering credit risk, market risk, operational risk, liquidity risk, foreign currency risk, asset liability management and information and cyber security risks.

The Risk Management Policy, formulated under the guidance of the Board level Risk Management Committee (RMC), is periodically refined based on evolving business and market conditions.

UNSDG Alignment



Regulatory & Legal Compliance

Our Approach

We follow a structured compliance and legal governance framework supported by clearly defined policies, standard operating procedures and internal controls.

Regulatory developments are monitored on an ongoing basis and appropriately incorporated into internal processes. The legal and compliance functions review contracts, lending documentation and regulatory filings, supported by periodic internal audits and oversight by the Board and its Committees to ensure timely identification and mitigation of compliance gaps.

UNSDG Alignment



Corporate Governance and Ethics

Our Approach

We have established and implemented robust corporate governance mechanisms supported by clearly defined policies, codes and procedures. These include a Code of Business Conduct and Ethics, policies on insider trading, whistle blower protection, anti bribery and anti corruption, related party transactions, board independence, board diversity, materiality determination and disclosure practices.

UNSDG Alignment



Sustainable & Responsible Finance

Our Approach

We advance sustainable finance through our core lending operations, by providing financial assistance to a diversified portfolio of renewable energy and energy efficiency projects across India.

Our financing supports developers, public sector undertakings, State utilities and private entities involved in clean energy generation, grid integration and emerging technologies.

UNSDG Alignment





Responsible Lending

Our Approach

We have implemented a comprehensive Environmental and Social Management System (ESMS) as part of its responsible lending approach.

The ESMS framework integrates environmental and social risk assessment into the project appraisal, approval and monitoring processes, in line with applicable laws, regulations and internal guidelines.

UNSDG Alignment



Customer Relationship Management

Our Approach

We have established a comprehensive, transparent and structured customer grievance redressal mechanism, aligned with its Citizen Charter, to receive and resolve complaints and feedback in a timely and responsible manner.

UNSDG Alignment



Data Privacy and Cyber security

Our Approach

We have established a comprehensive Information Security Management System (ISMS) to address cyber security and data privacy risks across the organisation.

UNSDG Alignment



Digital Transformation & Innovation

Our Approach

We leverage digital platforms to enhance lending, monitoring and customer engagement processes, including digital processing of applications, monitoring of financed projects and improved service delivery mechanisms

UNSDG Alignment



Emission Management & Energy Transition

Our Approach

We finance low carbon projects and support the adoption of renewable energy, including within own operational facilities such as offices, strengthens alignment with national climate goals, enhances sector credibility, and supports the transition to a resilient, low carbon economy.

UNSDG Alignment





Human Rights

Our Approach

We have established robust frameworks to uphold human rights and ethical conduct, including a Human Rights Policy reflecting commitment to nationally and internationally recognised principles.

UNSDG Alignment



Talent Management

Our Approach

We have undertaken initiatives to strengthen talent management, including structured training programmes, leadership development initiatives, clearly defined policies, performance review and skill development frameworks, diversity, equity and inclusion (DEI) policies, and a secure grievance redressal mechanism to support employee well being and engagement.

UNSDG Alignment



Operational Eco-efficiency

Our Approach

We have undertaken several initiatives to improve operational eco efficiency, including reduced paper consumption across all offices, segregation of waste into wet and dry categories. These measures help reduce resource consumption and environmental impact across operations.

UNSDG Alignment



Sustainable Supply Chain Management

Our Approach

We follow a structured procurement processes and encourage participation of Micro and Small Enterprises (MSEs) in our vendor ecosystem, in line with applicable norms. Procurement practices are designed to promote transparency, fairness and accountability while ensuring continuity and efficiency of operational support services

UNSDG Alignment





Community Engagement and Development

Our Approach

We undertake community development initiatives primarily through our Corporate Social Responsibility (CSR) programmes, focusing on areas such as healthcare, education, promotion of renewable energy awareness, livelihood development, and support for artistic and cultural activities

UNSDG Alignment



Occupational Health & Safety (OHS)

Our Approach

We have implemented several measures to promote employee health, safety and well being, including comprehensive health and accident insurance coverage, maternity and paternity benefits, daily meditation sessions, and various proactive wellness initiatives including in-house medical facilities with doctor availability, regular health check ups, free medical camps, Ayurveda therapies, awareness sessions on seasonal disease prevention, installation of adequate fire extinguishers, and placement of air purifiers across premises to support indoor air quality.

UNSDG Alignment



Financing the Transition Responsibly





Sustainable Finance¹

Catalysing Clean Energy Through Responsible Finance

At IREDA, sustainable finance is not an adjunct to our business model — it is the core of our mandate. As India's dedicated public sector financial institution for renewable energy, energy efficiency and energy transition, we channel capital towards projects that advance national priorities while creating measurable environmental, social and economic value.

Our approach to sustainable finance is guided by a simple but powerful principle: capital must do more than fund assets — it must accelerate impact. Every project financed by IREDA represents an opportunity to reduce emissions, strengthen energy security, enable green industrialisation, support employment, deepen domestic manufacturing and contribute to India's long-term climate commitments.

For IREDA, sustainable finance is finance with purpose — capital that delivers returns while building a cleaner, more resilient and self-reliant India.

IREDA mobilises capital through a diversified funding base comprising internal resources, domestic and international bonds, and lines of credit from leading multilateral and bilateral institutions. These resources are strategically deployed across sectors that are central to India's clean energy transition, including renewable energy generation, energy efficiency, conservation, green mobility, transmission, new technologies, biomass, compressed biogas and other emerging clean energy solutions. IREDA's financing schemes cover a wide range of renewable energy and transition-linked sectors, including solar, wind, hydro, bioenergy, waste-to-energy, energy efficiency, transmission, rooftop solar, compressed biogas and new technologies for renewable energy and green mobility.

Our sustainable finance approach supports:

-  Expansion of renewable energy capacity
-  Grid-enabling infrastructure and energy storage
-  Energy efficiency and conservation initiatives
-  Domestic manufacturing across the renewable energy value chain
-  Emerging technologies critical to the next phase of the energy transition
-  Green mobility, biofuels, compressed biogas and hybrid clean energy solutions
-  Projects that strengthen energy access, regional development and climate resilience

The Sustainable Finance Framework ensures that our capital allocation decisions are guided not only by technical feasibility and financial viability, but also by long-term environmental and social value creation. It strengthens investor confidence, supports policy priorities under the Ministry of New and Renewable Energy, and reinforces IREDA's role as a credible anchor institution in India's green finance ecosystem.

¹ GRI 203: Indirect Economic Impacts

Financing Domestic Solar Manufacturing at Scale

4 GWp Solar PV Module Manufacturing Facility by M/s. Emmvee Energy Private Limited at Kandanapura, Karnataka

Project Overview



IREDA sanctioned a term loan of ₹435 crore to M/s. Emmvee Energy Private Limited for the implementation of a 4,000 MWp Solar PV Module Manufacturing Facility at Kandanapura Village, Hoskote Taluk, Bangalore Rural District, Karnataka. The project was sanctioned under Project No. 2993, with the sanction letter issued on 17 March 2025. The loan agreement was signed on 25 March 2025.

As on date, ₹370 crore has been released to the company, and the outstanding loan under the project stands at ₹55.90 crore. The project achieved Commercial Operation Date on 20 December 2025.

The project is focused on TOPCon solar module manufacturing, a high-efficiency solar technology that supports improved module performance and greater energy yield. Emmvee is a Bengaluru-based solar manufacturer with manufacturing operations in Karnataka and a portfolio that includes advanced PV modules and TOPCon products.



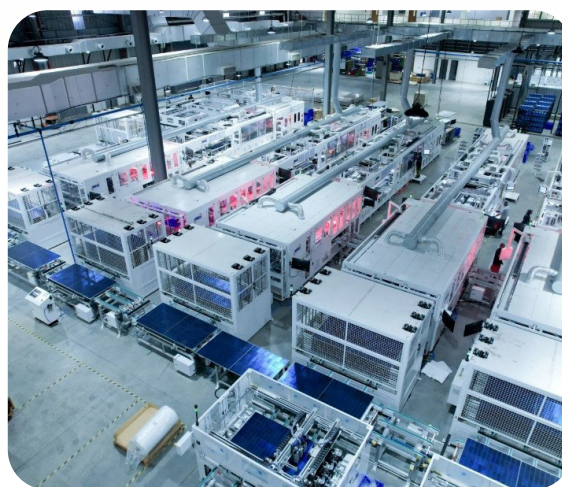
Why This Project Matters



This project demonstrates IREDA's role in financing not only renewable energy generation, but also the manufacturing backbone required to sustain India's clean energy transition.

India's renewable energy ambitions require large-scale domestic manufacturing capacity for solar modules, cells and related components. By supporting projects such as this, IREDA helps reduce import dependence, strengthen domestic value chains and support India's clean energy self-reliance.

The project also aligns with broader industry momentum in Karnataka, where Emmvee has announced major solar manufacturing expansion plans, including investment proposals for solar PV cell and module manufacturing capacity. Public reports have noted that Emmvee planned significant phased investments in Karnataka's solar manufacturing ecosystem, with expected employment generation and support for clean energy production.





Advancing Circular Economy Through Compressed Biogas Infrastructure

Compressed Biogas Plant- 5TPD by M/s Vishalsagar at Dhule, Maharashtra

As part of our commitment to financing sustainable infrastructure and enabling a low-carbon economy, we supported the development of a Compressed Biogas (CBG) project that transforms organic waste into a valuable source of clean energy. The project reflects the potential of innovative bioenergy solutions to contribute to energy security, resource efficiency, greenhouse gas mitigation and rural economic development.

All major mechanical and electrical systems at the facility, including process equipment, instrumentation, control systems and utility infrastructure, were successfully installed, tested and validated in line with prescribed operational and safety standards. Comprehensive pre-commissioning activities, including functional testing, pressure testing, interlock verification and system integration trials, confirmed the readiness of the plant for commercial operations.

The CBG plant at Dhule was successfully commissioned and commenced commercial operations on 18 May 2026. Since commissioning, the facility has been producing and dispatching Compressed Biogas (CBG) under an agreed offtake arrangement with Maharashtra Natural Gas Limited (MNGL). The gas is supplied to the designated MNGL retail outlet, M/s BPCL Dhruv Auto Service, Dhule, Maharashtra, through commissioned cascade and transportation infrastructure.

By facilitating the conversion of organic waste into clean fuel, the project supports the principles of the circular economy while reducing dependence on conventional fossil fuels. It also demonstrates how targeted financing can accelerate the deployment of emerging clean-energy solutions that deliver environmental benefits alongside sustainable economic value.



Converting Urban Waste into Clean Energy

Bio-CNG bottling and fertilizer plant in Tamil Nadu, – M/s Spark Biogas Private Limited at Thiruvallur, Tamilnadu

As part of our commitment to responsible investment and sustainable infrastructure financing, we supported the development of a 5.6 TPD Bio-CNG Bottling and Fertilizer Plant established by M/s Spark Biogas Private Limited in Thiruvallur District, Tamil Nadu. Developed under a DBFOT-based Public-Private Partnership with the Greater Chennai Corporation (GCC), the project demonstrates how innovative waste-to-energy solutions can address multiple sustainability challenges simultaneously by diverting municipal waste from landfills, producing renewable energy, and promoting circular economy outcomes.

The facility processes approximately 100 MT of wet waste per day, including food and municipal solid waste supplied by GCC, to produce Compressed Biogas (Bio-CNG) with a methane purity of 96%. In addition to generating clean fuel, the plant produces solid and liquid organic manure, creating value from waste while supporting sustainable agriculture and resource recovery.

Commissioned in September 2023, the project has steadily scaled its operations and now supplies Bio-CNG to leading energy offtakers through both pipeline and cascade transportation modes. The facility is equipped with modern infrastructure, including SCADA/PLC-based automated control systems, dedicated storage and dispatch facilities, and environmental monitoring mechanisms that support safe and efficient operations.

Beyond its environmental benefits, the project contributes to local employment generation, with a workforce of approximately 65 personnel engaged in plant operations and maintenance. The facility has also secured key statutory approvals and continues to strengthen its environmental, health and safety management systems through alignment with internationally recognized standards.

Sustainability Impact

- Converts 100 MT/day of municipal wet waste into renewable energy and organic fertilizer.
- Reduces landfill dependency and promotes sustainable waste management.
- Supports circular economy principles through resource recovery and reuse.
- Produces clean transportation fuel, helping reduce reliance on conventional fossil fuels.
- Contributes to local employment generation and economic development.
- Demonstrates the role of sustainable finance in scaling commercially viable waste-to-energy infrastructure.

By financing projects such as the Spark Bio-CNG Plant, we support the transition towards a resource-efficient, low-carbon economy while creating measurable environmental, social and economic value for communities and stakeholders.





Financing a 25 MW Hydro Electric Project

Shaheed Lakhman Nayak Small Hydro Electric Project (SLNSHEP) -25 MW Hydro Electric Project, Koraput, Odisha.

IREDA has been instrumental in supporting the development of the 25 MW (2 x 12.5 MW) Shaheed Lakhman Nayak Small Hydro Electric Project (SLNSHEP), developed by M/s. Meenakshi Odisha Power Private Limited on the Kolab River at Tentluigumma village, Koraput district, Odisha.

The project was commissioned on 31st July 2025 and has been operating successfully since then. By financing this hydro project, IREDA has contributed to the expansion of clean and renewable energy capacity in India, while supporting regional development and low-carbon power generation. As on 31st March 2026, the project has generated 122.09 million units (MUs) of clean electricity, achieving a Capacity

Utilisation Factor (CUF) of 74.27%. The project has also helped avoid an estimated 134.31 kilo tonnes of CO₂ emissions, reinforcing its positive contribution to climate action and sustainable energy development.

Small hydro projects such as SLNSHEP play an important role in India's renewable energy mix. They provide reliable clean power, support decentralised energy generation and contribute to energy security with a comparatively lower environmental footprint. The successful commissioning and operation of this project reflects the potential of hydro-based renewable energy in supporting India's clean energy transition.



Responsible Lending

Environmental and Social Risk Management through ESMS

Responsible lending at IREDA is operationalised through our Environmental and Social Management System (ESMS), which defines the processes and procedures by which environmental and social aspects are assessed, approved, and monitored for projects financed by us.

Our ESMS is designed to be universally applicable, irrespective of funding source, and is primarily aligned with:

- IFC Performance Standards

- ADB Safeguard Policy Statement (2009)
- World Bank Environmental and Social Framework
- World Bank Group Environmental, Health and Safety Guidelines (EHS Guidelines)

At the same time, it remains fully compliant with national, regional and local environmental and social regulations in India.





Key Environmental and Social Focus Areas

Managing Risks while Maximising Impact



Under the ESMS, we assess and monitor a comprehensive range of environmental and social aspects, including but not limited to:

Environmental Aspects



- Soil quality and erosion
- Air quality
- Water usage, scarcity and contamination
- Waste management
- Noise pollution
- Biodiversity, flora and fauna
- Protection of cultural, religious and historical heritage

Indigenous and Vulnerable Groups



- Protection of scheduled tribes and ethnic minorities
- Respect for customary beliefs, practices and traditional livelihoods

Social and Community Aspects



- Land acquisition and resettlement
- Livelihood impacts and economic displacement
- Labour standards and occupational health and safety
- Community health and safety
- Gender parity and inclusion

Oversight, Monitoring and Continuous Improvement



The ESMS embeds defined responsibilities, internal capacity building, training and reporting mechanisms. Environmental and social performance is monitored throughout the project lifecycle, supported by borrower reporting, site inspections (where applicable), and structured reviews.

Feedback, stakeholder engagement and periodic reviews form an integral part of the system, enabling us to strengthen implementation and continuously enhance our responsible lending practices.

Strengthening Trust Through Governance





Strong corporate governance is fundamental to building trust, ensuring accountability, and supporting long-term value creation for all stakeholders. As a NBFC, we operate in a highly regulated environment, and robust governance practices are essential to maintain financial discipline, ethical conduct, and compliance with statutory and regulatory requirements.

By strengthening oversight structures and integrating ESG governance into our operating model, we seek to enhance accountability and align business performance with long term sustainability objectives. Strong governance remains a key enabler of responsible growth and stakeholder confidence.

Good governance transforms intent into impact by ensuring that every decision is transparent, accountable, and aligned with long-term value creation.

Material Topics Covered



Risk
Management



Regulatory &
Legal Compliance



Data Privacy and
Cyber security



Digital Transformation
& Innovation



Corporate Governance
and Ethics

SDGs Impacted



Corporate Governance

At IREDA, strong corporate governance forms the foundation of our sustainable business practices and long-term value creation. We are committed to maintaining the highest standards of transparency, accountability, integrity, and ethical conduct across our operations. Our governance framework is guided by the Internal Guidelines on Corporate Governance adopted by the Board of Directors in accordance with applicable regulatory requirements, including the Reserve Bank of India's Master Directions.

The Board of Directors (BoD) provides strategic oversight and guidance, ensuring that the Company's business

activities are conducted responsibly and in alignment with stakeholder interests. Through our active supervision of management, our Board promotes robust governance practices, prudent risk management, regulatory compliance, and responsible decision-making. The framework supports effective oversight of financial and non-financial performance, including sustainability-related matters, and helps strengthen stakeholder confidence in our operations.

By fostering a culture of accountability and transparent reporting, we seek to ensure fair and timely disclosures to shareholders, investors, regulators, employees, and other stakeholders. Our governance practices enable us to manage risks effectively, uphold ethical standards, and support our mission of advancing sustainable development through renewable energy financing.

Board Oversight²⁵ (As on 31.03.2026)

Our Board of Directors and executive leadership are committed to fostering a culture of ethical conduct and corporate responsibility. The Board provides strategic oversight and guidance across all aspects of the business, with a strong focus on risk management, regulatory compliance, and long-term sustainability. The Board is composed of a highly respected team of professionals with diverse expertise and broad experience across multiple fields.

As of 31 March 2026, IREDA's Board comprised three members, including two Non-Independent Directors and one Government Nominee Director. During the reporting period, the Board also had female representation through Smt. Rohini Rawat, who served as a Non-Executive Independent Director from 9th March 2023 to 5th March 2026. The Board of Directors plays a vital role in guiding IREDA's vision, policies and strategic priorities, while providing oversight on our performance, governance practices and long-term value creation.

Table 5 Board Diversity

Year	Age Group (no.)			Gender (no.)	
	<30	30-50	>50	Male	Female
FY 2025-26	0	0	3	3	0
FY 2024-25	0	0	7	6	1
FY 2023-24	0	2	6	7	1

During the FY 2025-26, total 26 Board Meetings were held.

The dates for Board meetings are determined in advance. Adequate notice is given to all Directors to attend the Board meetings, while the agenda is sent at least seven days in advance, except in case of urgency and exigency, agenda items are circulated at shorter notice in compliance with the applicable provision of law.

As per the Articles of Association of the Company, the Directors are appointed by the President of India acting through Administrative Ministry i.e. MNRE.

Generally, functional directors are appointed for a fixed term of 5 (five) years or such terms as determined by the Government of India. Independent Directors are generally appointed for a fixed term of 3 (three) years or such other term as determined by the Government of India.

The tenure of Government Nominee Director is not fixed by the Government of India. A Director representing a Ministry/Organization of the Government of India shall retire on his ceasing to be an official of that Ministry/Organization.

²⁵ GRI 2-9: Governance structure and composition, GRI 2-10: Nomination and selection of the highest governance body, GRI 405-1: Diversity of governance bodies and employees



Shri Pradip Kumar Das,
Chairman & Managing Director

Area of Expertise

- Financial Management
- Power Sector Domain Expertise
- Project Appraisal
- Corporate Planning & Strategy
- Risk Management
- Social Concern
- Leadership
- Environmental Concern
- Board Practices & Governance
- Business Development



Dr. Bijay Kumar Mohanty,
Director (Finance) & CFO

Area of Expertise

- Financial Management
- Power Sector Domain Expertise
- Project Appraisal
- Social Concern
- Legal adviser
- Corporate Planning & Strategy
- Risk Management
- Leadership
- Environmental Concern
- Board Practices & Governance
- Business Development



Mr. Padam Lal Negi,
Government Nominee Director

Area of Expertise

- Financial Management
- Power Sector Domain Expertise
- Project Appraisal
- Leadership
- Social Concern

Board Committees

To strengthen governance, enhance oversight, and enable focused decision-making, IREDA has constituted specialized Board-level committees in compliance with the Companies Act, SEBI (LODR) Regulations, RBI Corporate Governance norms, and Department of Public Enterprises (DPE) Guidelines. These committees support the Board in discharging its responsibilities by providing dedicated oversight on key strategic, financial, operational, risk, technology, and stakeholder-related matters. Each committee operates under a clearly defined charter outlining its roles, responsibilities, and authority, thereby promoting transparency, accountability, and effective governance across the organization.

- 1 Audit Committee of Directors
- 2 Loan Committee of Directors
- 3 Nomination & Remuneration Committee of Directors

- 4 Corporate Social Responsibility Committee of Directors
- 5 Stakeholders Relationship Committee of Directors
- 6 IT Strategy Committee
- 7 Risk Management Committee
- 8 NPA & Stressed Asset Resolution Committee
- 9 Review Committee Meeting for Non-Co-operative Borrower and Wilful defaulter

Capacity building and performance evaluation of the Board

IREDA is committed to strengthening the effectiveness of its Board through continuous training and development initiatives. During FY2026, the Board members participated in five specialized training and sensitization sessions:

- Workshop on Information and Cyber Security
- Masterclass/Board Sensitization on Risk-Related Aspects
- Session on the Renewable Energy Solar Sector
- Session on Fraud Awareness
- Session on ESG Insights and Key Developments

The participation rate for these training and development programs was 100%, with all Board members attending the sessions during FY2026

Session on ESG Insights and Key Developments

To strengthen ESG awareness among BoD and KMPs, we conducted a dedicated ESG awareness session covering emerging Environmental, Social and Governance trends, evolving regulatory expectations, industry best practices and sustainability reporting requirements. The session was designed to build leadership understanding of ESG priorities and their relevance to business strategy, risk management and decision-making. By engaging KMPs on key sustainability developments, the initiative reinforced our commitment to responsible business practices and supported the continued integration of ESG considerations into governance, operations and long-term value creation.



ESG Governance

Recognizing the growing importance of environmental, social, and governance (ESG) considerations, we have begun integrating ESG oversight within our existing governance structure. ESG-related matters are reviewed through management-level forums and reported to senior leadership and the Board, as appropriate. This approach ensures that sustainability considerations, including environmental impact, social responsibility, and ethical governance, are progressively embedded into business strategy and risk management processes.

At IREDA, sustainability is central to our business strategy and purpose. As a leading green financing institution, we integrate environmental, social, and governance (ESG) considerations into our operations and investment decisions. By supporting renewable energy and sustainable development initiatives, we aim to contribute to environmental stewardship, inclusive economic growth, and long-term value creation for all stakeholders.

We have adopted a three tier ESG Governance Structure to ensure strong oversight, cross functional coordination, and effective on ground implementation of its ESG commitments.

1. The **Board Level ESG Committee** holds the highest responsibility for ESG oversight within IREDA. It provides strategic direction for IREDA's ESG agenda and ensuring alignment with institutional vision and, national priorities and regulatory requirements.
2. At the management level, an **ESG Steering Committee**, comprising senior leaders from key functions across the organization, drives the implementation of IREDA's sustainability agenda and reinforces ESG integration across business operations. The Committee is responsible for formulating and reviewing ESG-related policies, frameworks, initiatives, targets, and disclosures, while overseeing the integration of ESG considerations into business and operational decision-making. The Committee also serves as a critical link between the Board-level ESG Committee and the ESG Taskforce, translating strategic direction into actionable plans and ensuring consistent, accurate, and reliable ESG data management and reporting across the organization.
3. The **ESG taskforce** comprises of representatives from key departments across the organization. It is responsible for the implementation and day-to-day management of ESG initiatives. The Taskforce plays a crucial role in embedding sustainability considerations into business processes and operational activities while ensuring compliance with evolving regulatory and reporting requirements. The Taskforce also drives employee awareness, training, and capacity-building initiatives to foster a strong sustainability culture across the organization and support the achievement of IREDA's ESG objectives.



Business Ethics

At IREDA, business ethics are fundamental to the way we conduct our operations and engage with stakeholders. We are committed to upholding the highest standards of integrity, transparency, accountability, and professionalism across all aspects of our business. Through strong governance practices, robust policies, and a commitment to ethical conduct, we strive to create long-term value while maintaining the confidence of our stakeholders and supporting sustainable development.

Code of Business Conduct & Ethics

IREDA has adopted a Code of Business Conduct and Ethics for Board Members and Senior Management Personnel to strengthen ethical and transparent management of the Company's affairs. The Code is aligned with IREDA's vision, mission, and values and serves as a framework for promoting integrity, accountability, and responsible decision-making across the organization.

The Code outlines key principles including honesty and trustworthiness, fairness and non-discrimination, protection of confidential information, transparency in business dealings, and commitment to eradicating corruption. It also encourages leaders to work in the best interests of the Company, uphold stakeholder trust, safeguard human rights, respect diversity, and contribute to a safe social and natural environment.

Further, the Code reinforces our commitment to the mission of promoting renewable energy and sustainable development by encouraging professional excellence, accountability, customer focus, continuous learning, and strict adherence to organizational values and commitments. Through the implementation of this Code, we seek to foster a culture of ethical conduct, transparency, and responsible governance across all levels of leadership.

To reinforce our commitment to ethical conduct, regulatory compliance and responsible business practices, we monitor incidents across key areas of governance and integrity. The table below presents the number of reported incidents during FY 2025-26 :

Areas of Breaches	No. of incidents in FY2025-26
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0
Non-compliance with Anti-competitive Behaviour	0
Non-compliance with laws and regulations	0

Policies and Codes

Our governance framework is supported by a comprehensive set of policies, codes and internal guidelines that promote ethical conduct, transparency, accountability, regulatory compliance and responsible decision-making. These policies provide clear expectations for employees, Board members and key stakeholders, while strengthening internal controls, risk oversight, information security, anti-corruption practices and fair governance processes across the organization. Together, they reflect our commitment to conducting business with integrity, professionalism and trust.

Policy names

Code of Business Conduct & Ethics
Policy on Vigil Mechanism/Whistle Blower Policy
Internal Guideline on Corporate Governance
IREDA's Anti Bribery & Anti-Corruption (ABAC) Policy
Policy on Diversity of the Board; Criteria for appointing Senior Management Personnel (SMP); Remuneration to Directors, Key Managerial Personnels (KMPs) & other employees and Criteria for Evaluation of Directors
Information Security Policy

Conflict of Interest²⁶

At IREDA, we are committed to maintaining the highest standards of integrity, transparency, and ethical conduct in all business decisions. Our Code of Business Conduct and Ethics requires Directors, Key Managerial Personnel (KMPs), and Senior Management Personnel to avoid situations that may result in actual, potential, or perceived conflicts of interest. Any circumstance where personal interests could influence, or appear to influence, professional judgment or the interests of the Company must be promptly disclosed to the Board. Where applicable, prior approval from disinterested members of the Board is required. This approach helps ensure objective decision-making, strengthens stakeholder trust, and reinforces our commitment to sound corporate governance.



²⁶ GRI 2-15: Conflicts of Interest

Vigil Mechanism / Whistle Blower Policy

Our Whistleblower Policy provides a secure and confidential mechanism for reporting unethical behaviour, fraud, misconduct, or violations of applicable laws, regulations, and company policies. The policy enables employees, directors, and personnel of subsidiaries to raise concerns without fear of retaliation, discrimination, or victimization. All reported concerns are reviewed and investigated through an established process, with appropriate oversight by the management and the Audit Committee. Through this mechanism, we encourage ethical conduct and strengthen trust across the organization.

Anti-Corruption and Bribery²⁷

At IREDA, we uphold the highest standards of integrity and ethical business conduct through our Anti-Bribery and Anti-Corruption (ABAC) Policy. The policy reflects our zero-tolerance approach towards bribery, corruption, and any form of unethical business practice across our operations and stakeholder interactions. It applies to employees, management, directors, and third parties acting on behalf of the Company, reinforcing accountability at every level. Through compliance with applicable anti-corruption laws, robust internal controls, reporting mechanisms, and stringent disciplinary measures for violations, we strive to foster a culture of transparency, fairness, and responsible business conduct.

During FY 2025–26, training and awareness sessions were held on anti-corruption policies and procedures were conducted to strengthen employees’ understanding of ethical business practices, regulatory compliance requirements, and the importance of preventing corruption and bribery.

An average of 1.5 training hours per employee was delivered during the year, covering 100% of employees.

Through these continuous capacity-building initiatives, the organization reinforces its zero-tolerance approach to corruption and promotes a strong culture of ethical decision-making and accountability throughout the workforce

²⁷ GRI 205-1: Operations Assessed for Risks Related to Corruption
GRI 205-2: Communication and Training About Anti-corruption Policies and Procedure
GRI 205-3: Confirmed Incidents of Corruption and Actions Taken

Grievance Redressal

At IREDA, we are committed to maintaining transparent and responsive engagement with our stakeholders. Through our Citizen Charter, we have established a structured grievance redressal mechanism to address customer and community concerns in a timely and effective manner. Stakeholders can submit grievances through designated grievance redressal officers, with overall oversight at the highest levels of management. Complaints are acknowledged within defined timelines and tracked through a reference number, enabling transparent communication throughout the resolution process. Regular updates are provided to complainants, and unresolved matters may be escalated to the Chairman & Managing Director (CMD) for further review. This mechanism reflects our commitment to accountability, service excellence, and stakeholder satisfaction.

Nomination and Remuneration

The Nomination and Remuneration Committee at IREDA is composed of independent directors, supervises the compensation of senior management to ensure it aligns with the company's goals. They evaluate both fixed salaries (such as basic salary, allowances, perks, and retirement benefits) and performance-related incentives, compare them to industry standards, and ensure compliance with legal and regulatory obligations. The committee's decisions are shaped by corporate governance principles and sustainability objectives.

In 2025-26, Annual compensation of CMD and median annual compensation ratio of all employees except for CMD is 3.

Financial Transparency

Economic Performance²⁸

We demonstrate resilient economic performance in FY 2025-26, supported by growing demand for renewable energy financing and continued focus on enabling sustainable infrastructure development. We achieved strong growth across key business parameters, including loan sanctions, disbursements, and loan assets, while maintaining sound asset quality and profitability. Through our dedicated financing of renewable energy, energy efficiency, and emerging clean technologies, we continue to drive sustainable economic growth and support India's transition to a low-carbon future.



Economic KPIs	FY 2025-26
Revenue of the organization (INR Cr.)	8,337.48
Operating cost (INR Cr.)	5175
Wages and other benefits given to the employees (INR Cr.)	105
Interest paid against all the borrowings and debt (INR Cr.)	4905
Payment made to local, state or central government (GST paid) (INR Cr.)	45.30
Investment in community development (CSR and other relevant investment) (INR Cr.)	33.5

For more details refer to our audited financial statements for the details on page 227.

Defined Benefit Plan Obligations and Other Retirement Plans²⁹

As a responsible employer, we are committed to supporting our employees' long-term financial well-being by providing them with a defined contribution plan and a range of valuable perks. These employee benefits include comprehensive health and accident insurance coverage, maternity and paternity benefits, daily meditation sessions, and various proactive wellness initiatives.

We also provide retirement benefits like NPS, PF, gratuity, benevolent fund, Post retirement medical benefit fund (PRMS), etc to our employees. We

invested Rs.12,23,63,275 for retirement benefits out of which 12% for PF, 3% NPS, Rs. 100 towards PRMS, Rs. 50 towards benevolent fund of salary is contributed by employee and 12% for PF, 9% NPS, 4.2% towards PRMS, Rs. 50 towards benevolent fund, and Gratuity as per LIC Valuation is contributed by employer towards retirement benefit .

Financial Assistance from the Government³⁰

IREDA makes zero monetary contributions or spends any funds on political campaigns, political organisations, lobbyists, lobbying organisations, trade associations, or other tax-exempt groups.

²⁹GRI 201-3: Defined Benefit Plan Obligations and Other Retirement Plans

³⁰GRI 201-4: Financial Assistance Received from Government
GRI 415-1: Public Policy



Tax Strategy³¹

At IREDA, we are committed to responsible tax management and full compliance with applicable tax laws and regulations. Our approach emphasizes transparency, good governance, and timely tax compliance, while efficiently utilizing tax incentives and benefits available under prevailing laws to support sustainable business growth. The Company leverages tax incentives and deductions available under Indian tax laws, ensuring financial efficiency.

Tax Jurisdiction	India
Primary activities of the organisation	NBFC (RE Financing)
Number of employees and basis of calculation for this number [except CMD & D(F)]	224
Taxes withheld and paid on the behalf of employees	TDS is deducted on salary related income and no other tax is deposited by IREDA on behalf of employee.
Taxes collected from customers on behalf of tax authority (INR Cr.)	47.98
Significant uncertain tax positions (INR Cr.)	Contingent Liability as on 31.03.26: Income Tax cases : 15.47 Cr Service Tax and GST cases : 295.91 Cr
Profit/loss before tax (INR Cr.)	2336.92
The time period covered by the information reported above	FY 2025-26

³¹GRI 207-1: Approach to Tax

GRI 207-2: Tax Governance, Control, and Risk Management

GRI 207-4: Country-by-Country Reporting

Risk Management

Effective risk management is fundamental to safeguarding business continuity, protecting stakeholder interests, and supporting sustainable growth. While our operations do not involve physical production or environmental complexities, we operate in a dynamic financial and regulatory environment that requires careful identification, assessment, and management of risks.

We have established a comprehensive risk management framework to identify, assess, monitor, and mitigate key risks, including credit risk, market risk, liquidity risk, and operational risk. Our Risk Management Policy, developed under the guidance of the Risk Management Committee (RMC) and approved by the Board of Directors, provides a structured approach to risk governance and supports our commitment to sustainable and responsible growth.

Our Board of Directors has overall responsibility for risk oversight and is supported by the Board-level Risk Management Committee, as well as management-level committees, including the Asset Liability Committee, Credit Risk Management Committee, and Operational Risk Management Committee. These committees work together to monitor risk exposures, strengthen internal controls, and ensure effective risk management across our operations.

To maintain independence and transparency in the risk management process, our Risk Management Committee is chaired by an Independent Director and provides oversight of the effectiveness of our risk management practices. We periodically review and update our Risk Management Policy to address evolving business, regulatory, and sustainability-related risks, enabling us to enhance organizational resilience and create long-term value for our stakeholders.



Risks Identified by IREDA:

Credit Risk Management

As a lending institution, credit risk remains one of our most significant business risks. We manage this risk through robust credit appraisal and approval processes, portfolio diversification, adherence to RBI prudential norms, continuous portfolio monitoring, and timely corrective actions.

Operational Risk Management

We manage operational risks arising from inadequate or failed processes, people, systems, or external events through a structured Operational Risk Management Framework. Guided by our Operational Risk Management Committee and the three lines of defense model, we regularly assess operational risks, strengthen internal controls, and monitor emerging risk areas. Our approach helps enhance operational resilience, minimize disruptions, and improve stakeholder and customer experience.

Liquidity Risk Management

We maintain a strong liquidity risk management framework to ensure our ability to meet financial obligations under both normal and stressed conditions. Guided by our Board-approved Asset Liability Management (ALM) Policy, we actively monitor liquidity positions, funding requirements, and asset-liability mismatches. Regular oversight by the Asset-Liability Committee (ALCO) supports prudent liquidity management and alignment with our risk appetite framework.

Market Risk Management

We manage market risks arising from fluctuations in interest rates, foreign exchange rates, and other market variables through a comprehensive risk management framework. Regular reviews of borrowing costs, lending rates, and market conditions help us maintain balanced risk exposure. Risk measurement techniques, including

cash flow forecasting and sensitivity analysis, support informed decision-making and financial stability.

Foreign Currency Risk Management

We manage foreign exchange risk through our Board-approved Foreign Exchange and Derivatives Risk Management Policy. The policy provides clear guidelines for monitoring foreign currency exposures and undertaking appropriate hedging strategies. We use derivative instruments solely for risk mitigation purposes and not for speculative activities, helping protect the Company from adverse currency and interest rate movements while maintaining exposures within approved prudential limits.

Asset Liability Management

Our Board-approved Asset Liability Management (ALM) Policy enables us to effectively manage liquidity and interest rate risks while supporting our strategic objectives. Through regular reviews by the Asset Liability Management Committee (ALCO), we monitor cash flows, funding requirements, and balance sheet positions across various time horizons. This structured approach helps ensure adequate liquidity and prudent management of assets and liabilities.

Information and Cyber Security Risk Management

We recognize information and cyber security as critical components of business resilience and stakeholder trust. Through dedicated governance bodies, including the IT Strategy Committee, Information Security Committee, and IT Steering Committee, we oversee technology risks, cyber security controls, and IT governance practices. We have implemented comprehensive information security, access management, business continuity, change management, and cyber security policies to safeguard our systems, data, and digital operations against evolving threats.

Refer our annual report pg no. 310 for more details



Digital Transformation, Information Security & Cyber Resilience

Enabling Secure, Technology Driven and Responsible Growth

At IREDA, digital transformation is a strategic enabler of efficiency, transparency and institutional resilience. As the scale and complexity of renewable energy financing grow, digital systems and data driven processes play a critical role in strengthening governance, improving service delivery, and supporting informed decision making.

At the same time, increased digitalisation brings heightened responsibility to protect information assets and safeguard stakeholder trust. Our approach therefore integrates digital innovation with robust information security and cyber governance, ensuring that technology adoption is secure, compliant and sustainable.

Digital Transformation and Innovation

Strengthening Efficiency, Transparency and Agility

We continue to leverage digital technologies to streamline internal processes, enhance operational efficiency and improve stakeholder engagement. Our digital initiatives focus on strengthening core business functions, enhancing system integration and enabling real time access to information.

Key digital transformation priorities include:

- Automation and digitisation of internal workflows to improve efficiency and accuracy
- Strengthening IT systems to support appraisal, monitoring and reporting processes
- Enhancing data availability to support decision making and governance oversight
- Supporting secure digital interfaces for stakeholder engagement

Through measured and phased digital adoption, we aim to build future ready systems that align with regulatory requirements and operational needs, while ensuring business continuity and resilience.



Information Security Governance

Leadership Oversight and Accountability

Governance of information security and cybersecurity is overseen through a clearly defined structure led by the **IT Strategy Committee**. This governance framework ensures oversight, accountability and alignment between IT strategy, information security and organisational objectives.

The IT Strategy Committee:

- Reviews the effectiveness of IT and Information Security Governance frameworks
- Ensures availability of skilled resources and clarity of responsibilities
- Oversees cybersecurity investments, audit outcomes and remediation actions
- Monitors compliance with applicable data protection and cybersecurity regulations

This oversight ensures that digital transformation initiatives are supported by strong security controls and risk management discipline.

Information Security Policy and ISMS

A Structured Approach to Managing Cyber and Data Risks

IREDA has a formal Information Security Policy, supported by an established Information Security Management System (ISMS), to address cybersecurity and data privacy risks across the organisation.

The framework applies to all stakeholders, including customers, employees, shareholders, business partners and other external interfaces, and is designed to ensure the confidentiality, integrity and availability of information assets.

The policy provides a structured approach to:

- Identifying, evaluating and managing information security risks
- Access management and protection of sensitive data
- Incident response and system resilience
- Compliance with applicable data protection and cyber security regulations

Defined roles, responsibilities and processes across functional levels support consistent and effective implementation.

Cyber Security Initiatives

Prevention, Preparedness and Continuous Improvement

To strengthen cyber resilience and risk preparedness, we undertake a range of proactive initiatives, including:

- Periodic Vulnerability Assessment and Penetration Testing (VAPT): Conducted on a half yearly basis to identify vulnerabilities and strengthen system defences.
- Information Security Audits: Carried out at regular intervals to evaluate control effectiveness, compliance and governance practices.
- Ongoing Investments in IT and Security Infrastructure: Continuous upgrades to systems, tools and monitoring capabilities to address evolving cyber threats.

These measures ensure that cyber risks are managed through prevention and early detection rather than reactive remediation.

During FY 2025-26, IREDA did not receive any substantiated complaints concerning breaches of customer privacy, nor were there any identified incidents involving the leakage, theft or loss of customer data³².



³² GRI 418-1 – Substantiated complaints concerning breaches of customer privacy and losses of customer data.



Vigilance Awareness Week 2025

Indian Renewable Energy Development Agency Limited (IREDA) inaugurated Vigilance Awareness Week 2025 today with the administration of the Integrity

The theme for this year's observance is "Vigilance: Our Shared Responsibility"

At IREDA, vigilance is viewed as an essential pillar of responsible governance and institutional sustainability. During the observance of Vigilance Awareness Week from October 27 to November 2, Shri Pradip Kumar Das, Chairman & Managing Director, IREDA, highlighted the importance of vigilance in strengthening transparency, accountability and disciplined growth.

He emphasised that vigilance is critical not only for the sustainable growth of an organisation, but also for maintaining the health of the wider economy. IREDA has been consistently enhancing transparency through IT-driven systems and online operations, helping improve efficiency, accountability and trust.

As part of the week-long observance, employees were encouraged to participate in workshops, seminars and competitions aimed at reinforcing the spirit of integrity and ethical conduct across the organisation.



Environmental Stewardship



At IREDA, we are committed to minimising our environmental footprint while achieving economic success. We diligently work towards extending our environmental stewardship beyond complying with applicable laws and regulations for resource conservation and energy efficiency. We optimise our consumption of natural resources in a sustainable manner. Embedding the tenets of circular economy helps us optimise resource requirements.

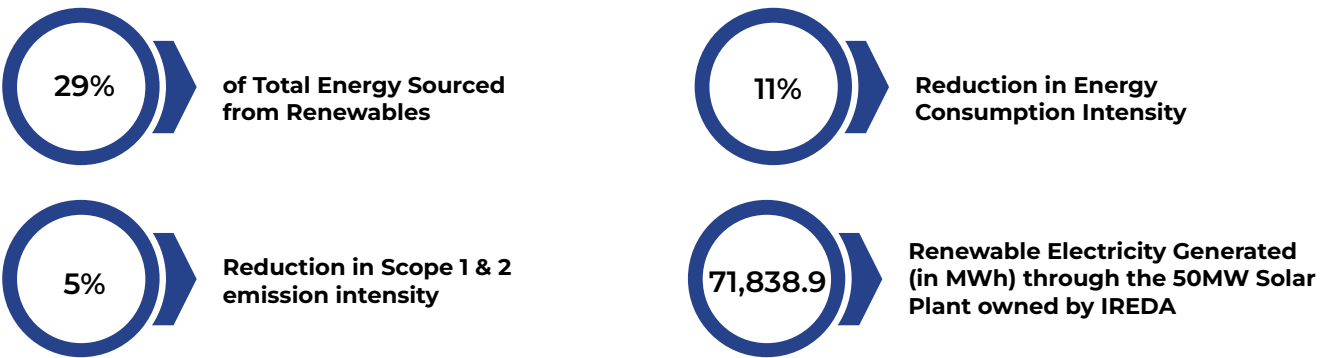
We are guided by a comprehensive **ESG Policy** that reflects our commitment to sustainable and responsible operations. This policy outlines our commitment to integrating environmental, social and governance principles across operations and financing, ensuring ethical governance, responsible lending, stakeholder engagement, regulatory compliance, and sustainable value creation long-term.

By embedding environmental considerations into our operations and financing decisions, we aim to enable climate positive outcomes and support a resilient, low carbon future.



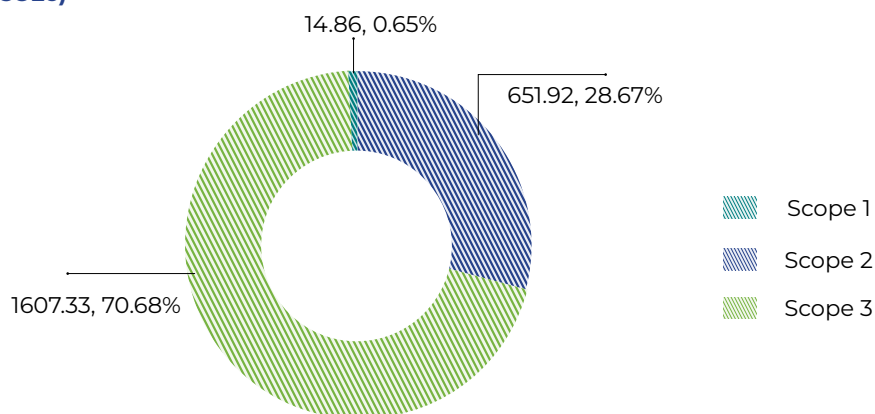
Emissions and Energy Management

Key Highlights for FY 2025-26



FY 2025-26 Emissions Footprint

Emissions (TCO₂e)



Energy Management

As an NBFC, our operational energy footprint is limited, given the predominantly office-based nature of our business. Nevertheless, we recognize the important role of responsible energy management in supporting environmental stewardship, operational resilience, and long-term sustainability.

We are committed to fostering a culture of energy efficiency across our offices through regular monitoring of energy consumption, adoption of energy-conscious practices, and employee awareness initiatives. These efforts enable us to optimize energy use while maintaining operational effectiveness and supporting our sustainability objectives.

Key Initiatives

Energy Efficient Building - Our offices at India Habitat Centre and NBCC Complex, New Delhi, are situated in buildings designed to be energy efficient and comply with the requirements of the National Building Code. The use of energy-efficient building infrastructure and optimized facility management practices contributes to reduced energy consumption and supports our commitment to sustainable operations.

Digital Transformation - To minimize paper consumption and enhance operational efficiency, we have implemented the E-Office system across all our offices nationwide. As part of our digital transformation journey, we continue to integrate technology-driven solutions into our business processes, enabling seamless and paperless operations. Initiatives such as digital loan origination, e-KYC, electronic documentation, digital approvals, and e-signatures have streamlined customer interactions and significantly reduced reliance on

physical paperwork. This measure has helped lower paper consumption and reduce the energy and resources associated with printing, document handling, and storage, while improving process efficiency, transparency, and customer experience.

Looking ahead, we aim to further enhance our energy management practices through data-driven monitoring, continuous efficiency improvements, and the integration of sustainability considerations into facility and infrastructure-related decisions. Through these measures, we seek to improve resource efficiency and create long-term value for stakeholders while advancing our sustainability journey.

physical paperwork.

This measure has helped lower paper consumption and reduce the energy and resources associated with printing, document handling, and storage, while improving process efficiency, transparency, and customer experience.

Electric Vehicles (EVs) - In FY 2024, we purchased 5 EVs and incorporated them into our transportation fleet to reduce emissions from official travel. The use of EVs helps lower greenhouse gas emissions and supports more sustainable business operations while contributing to improved air quality and reduced reliance on fossil fuels.

We will continue to explore opportunities to enhance the use of cleaner and more energy-efficient transportation options across our operations.

Energy Mix

For the current reporting year, our energy mix comprised purchased grid electricity, renewable energy sources, natural gas, and petrol used for vehicular operations. This diversified mix reflects a well-balanced and efficiently managed energy portfolio that is closely aligned with our operational requirements as an NBFC with primarily office-based activities.

In FY 2025-26, we observed a growth in our total energy demand from **4,519.29 GJ to 4,979.71 GJ**. This growth is observed due to the growth in business.

Purchased grid electricity remains the dominant source of energy consumption, accounting for 3,305.5 GJ, or approximately 66% of the total energy mix. This reflects the organization’s reliance on electricity to support core operations, including lighting, air

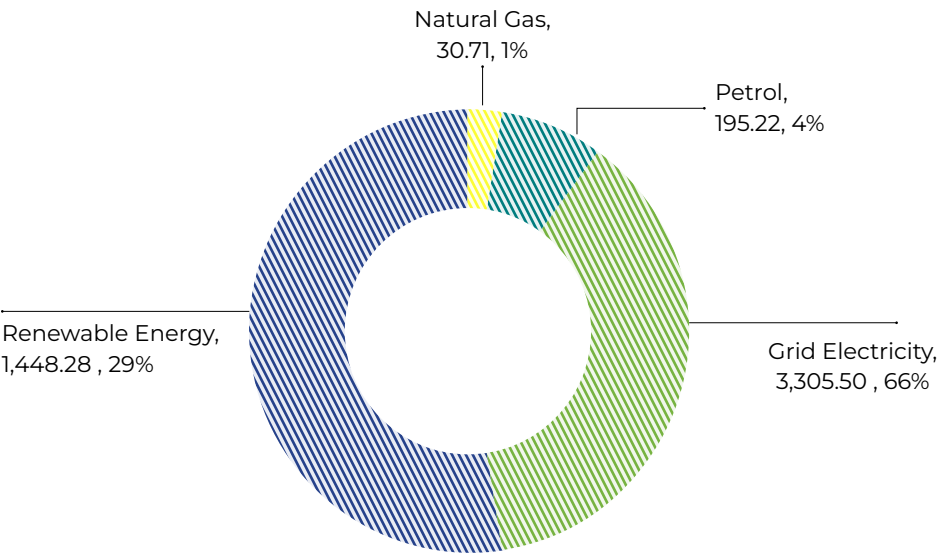
conditioning, IT systems, and other office equipment critical for seamless functioning. Notably, renewable energy contributed approximately 29% of the total energy consumption during the reporting period. This significant share underscores the organization’s continued efforts to integrate cleaner energy sources into its operations and reduce its dependence on conventional, carbon-intensive energy.

The remaining energy consumption is attributed to fuels such as natural gas and petrol, primarily used for limited operational needs, including transportation and backup requirements.

Going forward, the organization remains committed to further enhancing energy efficiency, and implementing measures aimed at minimizing its environmental footprint while supporting business growth.

Item	2023-24	2024-25	2025-26
Fuel Energy (Diesel, Petrol, Natural Gas, etc.) (GJ)	369.31	313.41	225.92
Purchased Grid Energy (GJ)	2,003.60	2,679.84	3,305.50
Renewable Energy (GJ)	1,500.12	1,526.04	1,448.28

Energy Mix (GJ)



50 MW SOLAR PLANT, KERALA OWNED BY IREDA

The 50 MW IREDA Solar Power Plant, located at Ambalathara Village in Kasargod district, Kerala, represents a significant milestone in India's renewable energy journey and reflects our commitment to advancing sustainable infrastructure. Developed on approximately 208 acres of land, the project has an installed capacity of 55 MWp and was commissioned in a phased manner, achieving full commercial operation on 14th September 2017.

Owned by IREDA, the utility-scale ground-mounted solar photovoltaic (PV) facility was designed using proven polycrystalline solar module technology coupled with a central inverter architecture, ensuring reliable and efficient power generation. With a total project investment of approximately ₹310.88 crore, the plant was developed to support India's transition towards a low-carbon economy. Since commissioning, it has consistently supplied renewable energy to the grid, helping reduce dependence on conventional fossil fuel-based power generation and contributing to the mitigation of greenhouse gas emissions.

During FY 25-26, the annual generation was 71,838.9 MWh, which is estimated to avoid approximately 51,000 tonnes of CO₂ emissions annually.

The project delivers significant economic and strategic value through clean power generation. Operating under a long-term Power Purchase Agreement (PPA), the project ensures the continuous supply of electricity to the grid while creating a stable and predictable revenue stream through the sale of power to the designated utility. The plant contributes directly to India's renewable energy ambitions by supporting the objectives of the National Solar Mission and increasing the share of solar energy in the country's power mix.

From a business perspective, the project creates sustained long-term value through efficient plant operations, optimized maintenance practices, and high equipment availability, which help maximize energy generation and operational performance. Beyond power generation and economic returns, the project strengthens energy security by diversifying the energy portfolio and reducing exposure to fuel supply and price volatility associated with conventional energy sources, supporting our commitment to advancing clean energy solutions and fostering a resilient, low-carbon future for India.

The project has also generated significant socio-economic benefits through employment creation during both the construction and operational phases. During construction, it provided employment opportunities across a wide range of activities, including civil works, piling and foundation construction, concreting, module mounting structure installation, DC electrical works, as well as material loading and unloading. Following commissioning, the project has continued to support local livelihoods by creating jobs in module cleaning, vegetation management, civil maintenance, security services, electrical maintenance support, housekeeping, and infrastructure maintenance.



Apart from employment generation, the project has also contributed to community welfare through infrastructure development initiatives including:



Development of two football grounds for local communities.



Construction and bitumen tarring of internal roads, improving local transportation and connectivity.

These initiatives have enhanced recreational facilities and infrastructure for nearby villages.

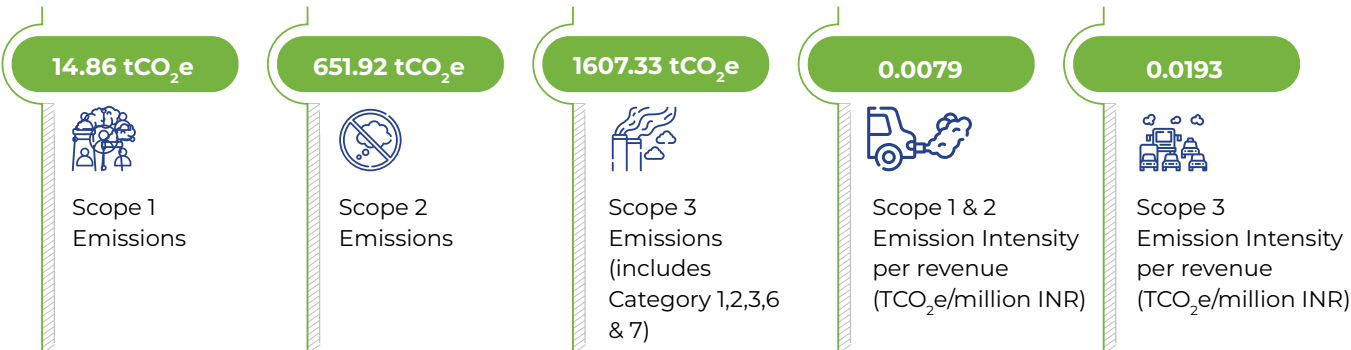
Future Outlook

Looking ahead, we may explore opportunities to further enhance the performance and sustainability of the Kasargod Solar Power Plant through capacity augmentation using high-efficiency solar PV modules and the assessment of available land and infrastructure for future expansion. The integration of a Battery Energy Storage System (BESS) could also be considered to improve energy dispatch, enhance grid stability, reduce intermittency, and support greater utilization of renewable energy.

The plant's long-term focus will remain on maintaining high operational efficiency and availability through enhanced preventive and predictive maintenance practices, continuous performance monitoring, and optimization of energy generation. These efforts will help reduce the operational carbon footprint while ensuring the project continues to support India's renewable energy transition and net-zero ambitions through reliable clean energy generation.

During the reporting year, we took a significant step forward in strengthening our climate accountability by initiating the development of our greenhouse gas (GHG) inventory for Scope 3 emissions. Recognizing that indirect emissions across the value chain form an important part of our overall environmental impact, we began by identifying and assessing select Scope 3 categories relevant to our operations. This effort marks an important milestone in our sustainability journey, reflecting a conscious shift toward more comprehensive emissions accounting.

Emission Management²



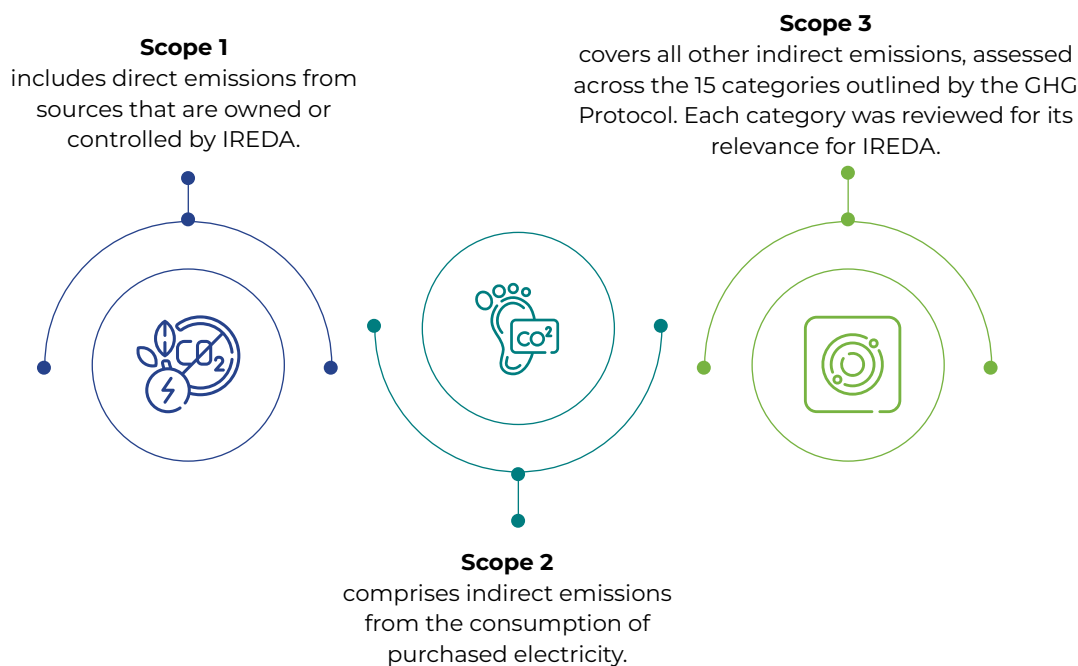
² GRI 305-1: Direct (Scope 1) GHG Emissions
GRI 305-2: Energy Indirect (Scope 2) GHG emissions
GRI 305-3: Other Indirect (Scope 3) GHG Emissions
GRI 305-4: GHG Emissions Intensity

As a leading public financial institution dedicated to promoting renewable energy and energy efficiency, we recognize our critical role in supporting India's transition to a low-carbon economy. Emission management is integral to this commitment, encompassing both our operational responsibilities and our broader impact through financing activities.

GHG Emissions Inventory

The calculations align with the GHG Protocol Corporate Standard and the GHG Protocol Corporate Value Chain (Scope 3) Standard, and involve the following steps:

Organizational and operational boundaries were defined to accurately determine the scope of GHG emissions accounting, categorized into Scope 1, 2, and 3 emissions:



Scope 1 & 2 Emissions

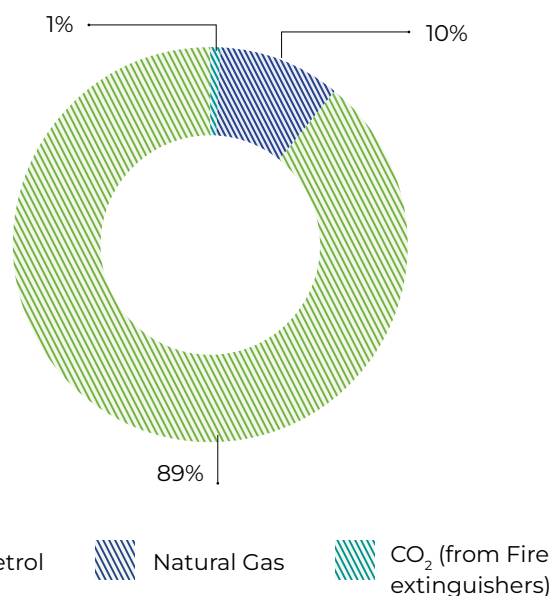
Scope 1 Emissions

Our Scope 1 emissions arise from direct GHG emissions generated from sources owned or controlled by the organization. As an NBFC with primarily office-based operations, these emissions are relatively limited and are associated with activities such as fuel combustion in diesel generator (DG) sets used for backup power, company-owned vehicles, and fugitive emissions from refrigerant leakage in fire suppression systems.

Although the overall contribution of Scope 1 emissions remains modest, we recognize the importance of managing and minimizing these direct emissions. We have implemented proactive measures, including regular maintenance of equipment to prevent leakages, optimizing fuel usage, and promoting operational efficiency.

Through these initiatives, we continue to strengthen our commitment to reducing its direct carbon footprint and aligning its operations with environmental sustainability principles.

Scope 1 Emissions (tCO₂e) by source

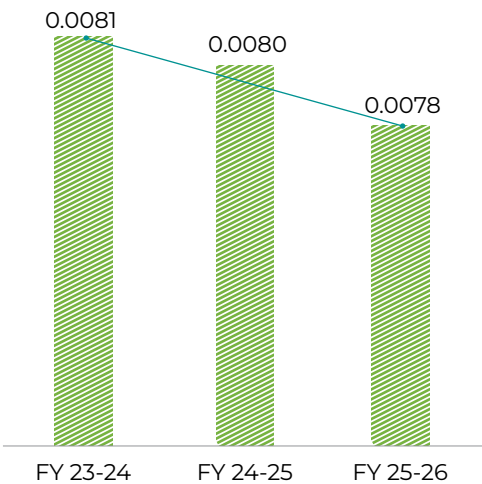


Scope 2 Emissions

Our Scope 2 emissions arise from the consumption of purchased electricity used to power our offices and operational facilities. These indirect emissions are primarily driven by energy requirements for lighting, air conditioning, heating, and the operation of office equipment and IT infrastructure across various locations.

As an organization with predominantly office-based operations, electricity consumption represents a key contributor to our overall emissions profile. The extent of these emissions depends on the energy mix of the grid from which electricity is sourced.

Scope 2 Emission Intensity (tCO₂e/million INR)



Scope 1 & 2 Emissions for FY 2025-26 by source

Activity	Emissions (tCO ₂ e)
Natural Gas	1.53
Petrol	13.23
CO ₂	0.108
Grid Electricity	651.92

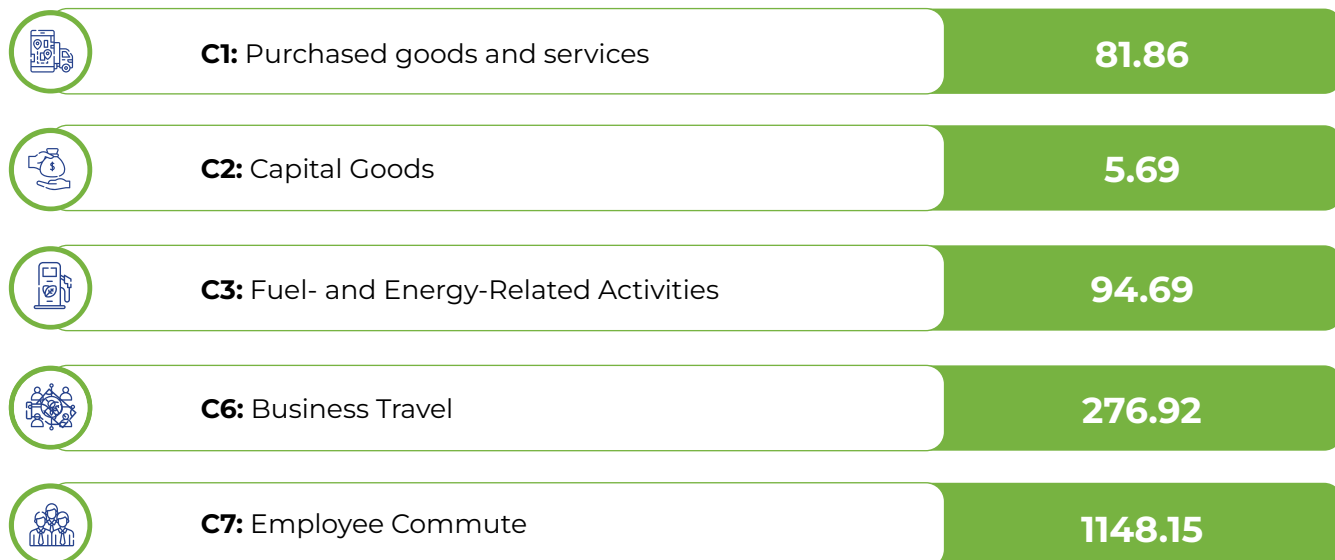
Scope 3

Scope 3 emissions represent indirect GHG emissions that occur across the value chain and are not directly controlled by the organization. These emissions arise from activities beyond our operational boundaries but are essential to its business functioning.

Key sources of Scope 3 emissions include:

- **Purchased goods and services:** Emissions embedded in goods and services procured during the reporting period, including office supplies, IT services, and professional services
 - **Capital goods:** Emissions linked to the production and acquisition of capital assets such as office infrastructure, equipment, and technology systems
- **Fuel- and Energy-Related Activities:** Emissions from T&D losses from purchased electricity across all locations.
 - **Employee commuting:** Emissions generated from daily travel of employees between their residences and office locations
 - **Business travel:** Emissions associated with domestic and international travel undertaken for official purposes (air, rail, and road)

While these emissions are outside direct operational control, they form a significant component of our overall carbon footprint. We recognize the importance of managing Scope 3 emissions and are progressively working towards improving data collection, enhancing transparency, and identifying opportunities for emission reduction across its value chain.

Category-wise Scope 3 emissions (in tCO₂e)**Calculation methodology**

Our greenhouse gas (GHG) calculation methodologies and standards are aligned with prevailing and evolving regulatory requirements and best practices. We adopt a systematic approach to data collecting data, capturing relevant information on energy consumption, refrigerant use, fuel consumption, business travel, and other emission sources across our operations. Transparency and accountability are central to our emissions management strategy, and we regularly disclose our GHG performance to track and drive progress in emissions reduction.

Our GHG emissions data is compiled in accordance with internationally recognized frameworks, including

the Global Reporting Initiative (GRI) Standards and the Greenhouse Gas Protocol. For emissions quantification, we apply appropriate emission factors sourced from credible authorities such as the Central Electricity Authority (CEA), DEFRA, and the Intergovernmental Panel on Climate Change (IPCC). The quantitative data for identified categories is derived from our internal business systems, supported by verifiable records such as purchase invoices and electricity bills.

Comprehensive activity data was available for the GHG inventory. As part of its commitment to continuous improvement, we will review the GHG inventory annually, focusing on enhancing both the quality and completeness of activity data.

Emission quantification for Scope 1 & Scope 2 emissions (examples):³

Emissions Category	Activity Data	Source	Emission Factor and Source	Methodology
Scope 1	Fire Extinguishers	CO ₂	1 KgCO ₂ e/Kg Source: IPCC	Refrigerants Consumption x Emission Factor
Scope 2	Grid Electricity	CO ₂	0.710 tCO ₂ e / MWh Source: CEA	Purchased Electricity x Emission Factor

Value chain emissions In this reporting year, we conducted our first GHG inventory of Scope 3 emissions. This important milestone strengthens our understanding of indirect emissions across our value chain and underscores our commitment to advancing sustainability and climate accountability.

The assessment covered five relevant Scope 3 categories, as detailed below. To ensure accuracy and alignment with best practices, we applied standardized emission factors derived from reputable and verified sources, including the Central Electricity Authority (CEA), EXIOBASE and DEFRA databases.

³ GRI 305-6: Emissions of Ozone-Depleting Substances (ODS)



During the assessment of the 15 Categories, we find the below 5 relevant categories:

Purchased Goods and Services

1

Each purchased goods and services, is matched with CO₂ eq/USD factors obtained from Exiobase databases, taking into account spend based information.

Capital Goods

2

Each purchased capital goods such as Laptops, Printers, etc., is matched with CO₂ eq/USD factors obtained from Exiobase databases, taking into account spend based information.

Fuel- and Energy-Related Activities

3

T&D losses from purchased electricity across all locations have been estimated using CEA data, multiplied by the total electricity consumed, and aligned with CO₂e per MWh emission factors sourced from CEA databases.

Business Travel

4

Each mode of transportation used by employees for business purposes is matched with CO₂ eq/km factors extracted from DEFRA database. These factors are mapped based on the distances between the origin and destination locations.

Employee Commute

5

Petrol consumption by employees over the reporting year was accounted for and aligned with CO₂e per litre emission factors sourced from the DEFRA database.

Air Emissions⁴

Managing air emissions is a critical part of our commitment to environmental stewardship and sustainable operations. We continuously monitor and control pollutants released into the atmosphere from our processes, aiming to minimize our impact on air quality. The primary source for Air emissions at IREDA is the owned DG sets in offices. Stack emissions remained within the permissible limits prescribed by the Central Pollution Control Board (CPCB).

Emissions from Ozone-depleting⁵

During the reporting year, the primary source of ozone-depleting substances (ODS) within our operations was limited to fire extinguishers.

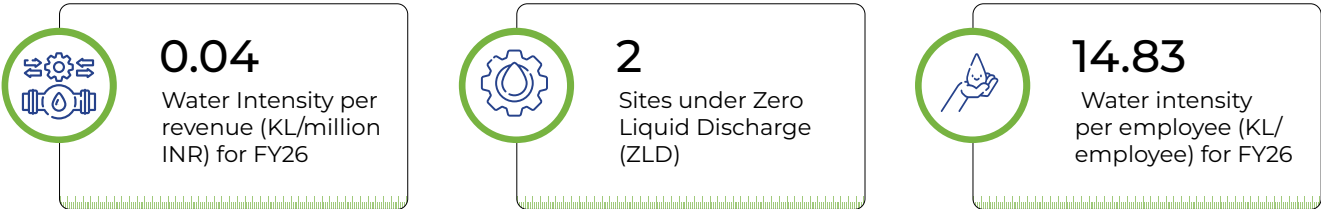
Our offices are equipped with multiple types of fire extinguishers, including ABC dry chemical, mechanical foam, and CO₂ units. The emissions associated with CO₂ are accounted in Scope 1 emissions.

⁴ GRI 305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

⁵ GRI 305-6 Emissions of ozone-depleting substances (ODS)

Water Management

Key Milestones Achieved



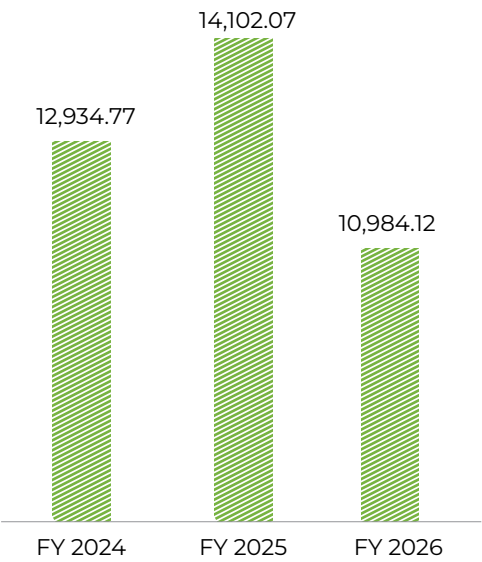
FY 2025-26 Performance Overview

Water Withdrawn from 3rd Party

Our water consumption is primarily associated with office facilities and employee usage. We recognize the importance of responsible water stewardship, particularly in the context of growing water stress and the need for sustainable resource management. We ensure compliance with local regulations and maintain our infrastructure to prevent water loss and inefficiencies.

Looking ahead, we aim to gradually strengthen our water management practices by exploring feasible conservation measures, improving data visibility on water usage, and integrating sustainability considerations into facility management decisions.

Water Withdrawal (KL)





Following are the Details of Water Consumption, Withdrawal & Discharge:

As a NBFC, water consumption within the organization is limited to office operations. Water is primarily utilized for drinking purposes and general utility applications, including sanitation, cleaning, and routine facility maintenance activities.

	FY 2024	FY 2025	FY 2026
Water Withdrawal (KL)	12,934.77	14,102.07	10,984.12
Water Discharge (KL)	10,347.81	11,281.66	7,661.93
Water Consumption (KL)	2,586.95	2,820.414	3,322.19

Water Sourcing

We do not rely on direct extraction from natural water bodies. Instead, all water requirements are met through third-party suppliers, such as municipal authorities or authorized private vendors. This approach helps reduce direct pressure on local groundwater and surface water resources.

Water Usage

Water is consumed in a controlled and responsible manner across operations. Key usage areas include:

- Drinking water for employees and visitors
- Sanitary and hygiene purposes
- Facility upkeep and general utility operations

Water Discharge

Wastewater generated from operations is discharged to authorized third-party systems, typically municipal sewage networks or licensed waste management service providers. The organization ensures that:

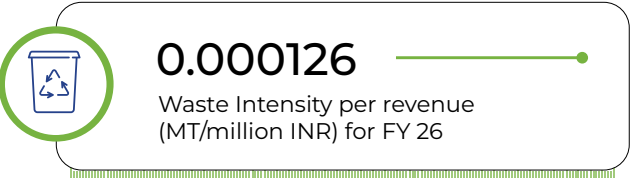
- Discharge practices comply with applicable local environmental regulations
- No untreated or harmful effluents are released directly into the environment
- Proper infrastructure is in place for safe and compliant wastewater disposal

The variation in discharge values compared to the previous reporting year is primarily due to the classification of the 50 MW solar PV power plant in Kerala as a Zero Liquid Discharge (ZLD) facility during the current reporting period. At the solar plant, water is used for periodic solar panel cleaning, and the resulting runoff is retained within the project premises. The water naturally percolates into the ground and is not

discharged outside the facility, ensuring that no liquid effluent leaves the site. This approach enables us to manage water resources responsibly while maintaining the operational efficiency of the solar plant. Also, The IBC Office, Delhi, operates as a ZLD facility where the wastewater generated at the office is treated through an on-site Sewage Treatment Plant (STP), and the treated water is reused for gardening, floor cleaning, and other internal purposes within the complex. As a result, no wastewater is discharged outside the premises.



Waste Management

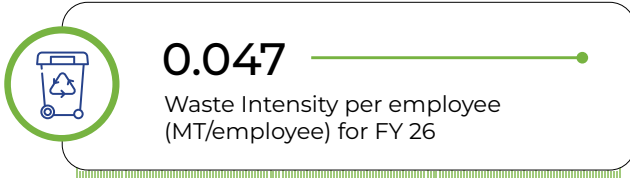


As a NBFC, our waste footprint is limited, with waste generation largely arising from office operations such as paper use, packaging, and general municipal waste. While our activities do not contribute to hazardous or large-scale waste generation, we recognize the importance of responsible waste management as part of our broader sustainability commitments.

Our current waste management practices focus on compliance with local regulations, basic waste segregation, and minimizing waste generation through prudent resource use. Initiatives such as reduced paper consumption through digital processes and responsible disposal of electronic waste are key elements of our present approach.

Waste Segregation

To further strengthen our commitment to environmental sustainability, we initiated structured waste segregation practices across our operations during the year. We began categorizing waste into dry and wet streams at the source, ensuring more efficient and responsible handling of different waste types.



By adopting this practice, we are taking a proactive step toward minimizing our environmental footprint and promoting a culture of sustainability within our workplace. This effort not only supports resource conservation and reduces landfill dependence but also aligns with our broader vision of responsible and eco-conscious office operations.

Waste Generation⁷

Our operations primarily generate office-related waste, including paper, plastic, and other non-hazardous materials. During the reporting financial year, we did not generate any electronic waste. All the waste collected was responsibly handed over to the Municipal Corporation of Delhi (MCD) for proper disposal, in full compliance with applicable regulations. The waste generation figures have been estimated based on assumptions on per employee basis.

Total Waste generated is 10.51 MT									
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⁷ GRI 306-3 Waste generated



Sustainable Wastewater Management

As part of its commitment to environmental sustainability and community development, IREDA supported the installation of a **25 KLD Sewage Treatment Plant (STP)** at the India International Centre (IIC) Annexe, New Delhi, under its CSR initiative. The project promotes the principles of circular resource management by treating and reusing wastewater generated from the facility.

The STP enables the recycling of treated wastewater for horticultural and other non-potable applications, reducing freshwater consumption and minimizing environmental pollution. In addition, the plant utilizes sludge generated from biodegradable waste streams to produce energy, demonstrating an innovative approach to waste-to-resource conversion. By supporting this initiative, IREDA contributes to sustainable urban infrastructure development, enhanced water stewardship, and resource efficiency, while advancing India's broader climate and environmental sustainability goals. The project also serves as a model for integrating green technologies with community welfare and responsible environmental management.



Promoting Cleanliness and Environmental Awareness

IREDA actively participated in the Swachhata Hi Seva campaign through the organization of a special cleanliness drive, **'Ek Din, Ek Ghanta, Ek Saath'**, at its registered office and surrounding areas. The initiative mobilized employees to undertake cleanliness and awareness activities, reinforcing the importance of maintaining a clean and sustainable environment.

The campaign also recognized the invaluable contributions of Safai Mitras through the distribution of sanitary kits and preventive health

initiatives, reflecting IREDA's inclusive approach to sustainability. As part of a broader Swachhotsav programme, IREDA conducted green energy education and renewable energy awareness sessions in schools across Delhi-NCR, helping foster environmental consciousness among students and communities. Through employee engagement activities and community outreach programmes, IREDA continues to promote responsible environmental practices, sustainability awareness, and the integration of clean energy principles into everyday life.





Biodiversity & Ecosystem Protection

Preserving biodiversity is a vital component of natural capital. By recognizing the intrinsic value of ecosystems and their services, we can promote sustainable practices that protect our environment, enhance resilience, and ensure the well-being of future generations.

As a financial institution, our responsibility extends beyond returns—to fostering resilience, trust, and sustainable growth across generations

As a financing institution, IREDA requires project developers to comply with all applicable statutory and regulatory requirements for the conservation of natural ecosystems as the responsibility for implementing biodiversity protection measures rests with the borrowers and project proponents through ESMS framework.

During FY 2025-26, we strengthened our greening initiatives through a tree plantation drive under **Sewa Parv** in 4 schools in Delhi. This initiative aimed to encourage environmental stewardship, promote the maintenance of green cover, and inspire children to adopt nature-positive practices such as gardening and conservation. **In total, 887 students participated in the initiative, and 90 trees were planted.**

Sewa Parv, 2025 – IREDA Ltd.

Sewa Parv is celebrated by organizing series of programmes contributing in strides towards becoming a Viksit Bharat by 2047. The programme is organized by voluntary effort driven by the staff of IREDA for the youngest members of the society - school going students. The initiative creates awareness on renewable energy, energy efficiency, climate change and underlining the need to transition to greener forms of energy.

Highlights of the activities conducted as part of Sewa Parv:

- **Creative expression in the form of Slogan and Poster Making** events to stir the imagination and vision for future India. The themes centred around sustainability, Reimagining Cities, Food systems and climate change, One Earth-One Chance among many more
- **Tree-plantation drives** were held to double-down the efforts on greening initiatives and kindle interest in maintaining green cover through hobbies like gardening and conservation.
- **A talk cum quiz** by IREDA's in-house experts was organised at every school. Appropriate to the students' level of curriculum and outside discourse, the talk was intended to generate curiosity and mainstream the conversation around new forms of energy
- A special edition of **Amar Chitra Katha** comic strips of Renewable Energy designed by IREDA Ltd. were distributed to all the students and for the school libraries



Our People, Our Strength





Enabling Impact Through Human Capital

At IREDA, our social impact begins with our people. As a knowledge-intensive public sector institution financing India's clean energy transition, we recognise that our ability to deliver sustainable outcomes depends fundamentally on the capability, integrity, diversity and engagement of our workforce.

This Social section of our first Sustainability Report reflects our belief that institution-building is as critical as project financing. By nurturing a skilled, future-ready and values-driven workforce, we strengthen governance, enhance decision-making, and build institutional resilience in an increasingly complex energy and financial landscape.

Material Topics Covered



Talent
Management



Occupational
Health & Safety



Human Rights



Customer Relationship
Management



Community
Engagement and
Development



Sustainable
Supply Chain
Management

SDGs Impacted

3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



4 QUALITY
EDUCATION



10 REDUCED
INEQUALITIES



5 GENDER
EQUALITY



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



Human Capital Management

Diversity, Equity and Inclusion

Fostering Respect, Fairness and Dignity at Work

We are committed to creating a workplace culture that is inclusive, respectful and free from discrimination. Our policies and practices promote equal opportunity and fair treatment across all levels of the organisation.



Key initiatives include:

- Regular POSH compliance and awareness training (multiple batches)
- Clear grievance redressal mechanisms
- Sensitisation programmes to promote a safe, respectful and inclusive workplace

These efforts reinforce our commitment to dignity at work and equitable professional environments.



IREDA Celebrates International Women's Day

As part of our commitment to building an inclusive and equitable workplace, we celebrated **International Women's Day 2026** in New Delhi under the theme **"Give to Gain."** The celebration recognised the contribution of women in the renewable energy sector and encouraged women employees to continue leading the journey towards sustainable development.

The event was graced by **Ms. Anu Sethi, Director (HR), FEV India and behavioural expert**, as the Chief Guest. **Shri Pradip Kumar Das, Chairman & Managing Director, IREDA, Dr. Bijay Kumar Mohanty, Director (Finance)**, and senior officials also attended the celebration. The participation of spouses and mothers of IREDA employees made the occasion even more meaningful, reflecting the spirit of the extended IREDA family.

In his address, our CMD appreciated the valuable contributions of women employees to IREDA's growth and highlighted the importance of gender diversity in strengthening governance, corporate values and institutional performance. He noted that women constitute around **23% of IREDA's workforce**, among the highest in CPSEs, and encouraged men to follow the **"3R" approach — Recognise, Respect and Reflect** — to promote women's empowerment.

The Chief Guest, Ms. Anu Sethi, conducted an interactive session on **mindfulness and meditation**, sharing insights on achieving work-life balance. She emphasised that sustainable success is built on clarity, balance and inner stability. Addressing the gathering, Dr. Mohanty also encouraged women employees to pursue excellence with confidence and shared inspiring examples of women leaders who have made remarkable contributions in their respective fields.

An open interaction session was also organised, where spouses of employees interacted with the CMD. This marked the **fourth consecutive year** of IREDA's organisation-wide International Women's Day celebrations, with active participation from both women and men employees.



Impact Highlight:

Through our International Women's Day celebrations, we reinforced our commitment to workplace equality, gender inclusion and women's leadership, while strengthening a culture where every employee feels recognised, respected and empowered.



In terms of our workforce, it is entirely based in India, with 100% of our employees holding Indian nationality.

Table: Employee Composition by Category, Age Group and Gender⁸

Fiscal year	Employee Category	Total Number	<30 yrs	30–50 yrs	>50 yrs	Male	Female
31-March-2026	Executives	208	46	112	50	157	51
	Non-Executives	16	0	5	11	15	1
	Total	224	46	117	61	172	52
31-March-2025	Executives	150	19	86	45	104	46
	Non-Executives	16	0	6	10	15	1
	Total	166	19	92	55	119	47
31-March-2024	Executives	157	21	94	42	112	45
	Non-Executives	16	0	7	9	15	1
	Total	173	21	101	51	127	46
31-March-2023	Executives	144	14	88	42	102	42
	Non-Executives	16	0	8	8	15	1
	Total	160	14	96	50	117	43

Table: Ratio of Basic Salary and Remuneration of Women to Men⁹

Employee Category	Average Basic Salary of Men (Rs)	Average Basic Salary of Women (Rs.)	Ratio of Basic Salary of Women to Men	Ratio of Basic Remuneration of Men to women
Executives	84789.28	82444.40	0.97	1.03

Talent Acquisition and Workforce Planning

Our approach is focused on attracting, nurturing, and retaining professionals with strong technical expertise and a commitment to excellence. We focus on strengthening competencies across renewable energy technologies, project appraisal, finance, governance, risk management, sustainability, digital enablement and leadership — ensuring that our people evolve alongside the energy transition we finance.

“IREDA's human capital is its institutional capital — the knowledge, values and commitment.”

IREDA follows a structured, transparent and merit-based approach to talent acquisition, aligned with public sector norms, business priorities and institutional requirements. Our recruitment strategy is designed to bring in professionals with diverse academic, technical and functional backgrounds who can contribute meaningfully to IREDA's expanding role in renewable energy finance and sustainable development.

We seek talent across specialised domains such as renewable energy, engineering, finance, project appraisal, risk management, law, sustainability, governance, information technology and corporate functions. By prioritising merit, competence, integrity and alignment with IREDA's mission, we ensure that new talent strengthens our ability to deliver on our national mandate.

⁸ GRI 102-8 Workforce

⁹ GRI 405-2 Ratio of Basic Salary and Remuneration of Women to Men

Table: New Hires¹⁰

New Hires	Age Group			Gender		FY 2025-26
	<30	30-50	>50	M	F	Total
Executive	33	27	5	59	6	65
Non-Executive	0	0	0	0	0	0

Career and Performance Development Review

Enabling Growth, Accountability and Long-Term Employee Engagement

At IREDA, career and performance development is viewed as an important pillar of our human capital strategy. As a specialised green financing institution, our ability to deliver on our mandate depends on continuously developing employees who are technically competent, ethically grounded, performance-oriented and aligned with the organisation's purpose.

Our performance development approach is designed to create a clear linkage between **individual contribution, institutional objectives and long-term capability building**. Employees are encouraged to take ownership of their roles, enhance their functional expertise and contribute meaningfully to IREDA's mission of financing India's clean energy transition.

Performance reviews are conducted through a structured process that helps assess employee contribution, identify strengths, recognise areas for improvement and support future development. The process also enables managers and employees to engage in meaningful conversations around goals, expectations, learning needs, role effectiveness and career aspirations.

Table: Performance and Career Development Review

FY 2025-26		Male (%)	Female (%)	Total (%)
Employee category				
Permanent	Executive	100%	100%	100%
	Non-Executive	100%	100%	100%

Employee Turnover Rate

Monitoring Workforce Stability and Organisational Health

IREDA closely monitors employee turnover as a key indicator of organisational health, workforce stability and employee engagement. Turnover trends provide valuable insights into how employees experience the workplace, how effectively the organisation is retaining critical talent, and where further action may be required to strengthen engagement and retention.

Our objective is to maintain a healthy balance between **organisational continuity and the infusion of fresh perspectives**. While a certain level of workforce movement can support renewal, innovation and capability enhancement, excessive turnover may indicate the need for deeper interventions in areas such as employee engagement, career development, role satisfaction, workplace culture or retention planning.

IREDA continued to maintain a low employee turnover rate during FY 2025-26, reflecting workforce stability and employee retention. The overall turnover rate for permanent employees stood at 1.68%, improving significantly from 2.95% in FY 2024-25 and 3.55% in FY 2023-24. The turnover rate among male employees was 2.30%, while no turnover was reported among female employees during the year.

¹⁰GRI 401-1 Hiring and Turnover¹¹GRI 404-3 Career Development



Learning and Development

Investing in Knowledge, Ethics and Future Readiness

At IREDA, continuous learning is central to our people strategy and institutional growth. As India's clean energy transition accelerates, the role of a specialised green financing institution requires far more than conventional financial expertise. It demands a workforce that understands emerging renewable energy technologies, evolving policy and regulatory frameworks, climate-risk considerations, ESG expectations, digital transformation, ethical governance and stakeholder accountability.

Accordingly, IREDA has built a comprehensive learning and development ecosystem that supports technical excellence, responsible decision-making, ethical conduct, leadership capability and personal well-being. Our learning interventions are designed to ensure that employees remain equipped to respond to the changing needs of the renewable energy sector and the expanding expectations from public financial institutions.

At IREDA, learning is not a periodic activity — it is an institutional capability that enables us to finance the future with confidence, integrity and expertise.

During the reporting year, employees participated in a wide range of training programmes, workshops, masterclasses, certification courses and conferences. These interventions covered clean energy technologies, sustainability reporting, governance, vigilance, procurement, cybersecurity, leadership, ethics and wellness.

Table: Learning and Training Hours¹²

S. No.	Employee Category	Unit	Male	Female	Total
1	Permanent Executives	Manhours	2,096.50	57.25	2,153.75
2	Permanent non-executives	Manhours	34.75	2.50	37.25
	Total	Manhours	2,131.25	59.75	2,191.00

A Multi-Dimensional Learning Framework

IREDA's learning approach is deliberately multi-disciplinary. This reflects the nature of our mandate — financing projects where technology, policy, markets, communities, environment and governance intersect.

The learning architecture is built around five focus areas:



Together, these themes ensure that employees are prepared not only for today's responsibilities, but also for the next phase of India's energy transition.

¹²GRI 401-1 Employee Training

IREDA believes in collectively enhancing the knowledge of its employees and nurturing its human talent through ongoing capacity building and training.

In FY 2025-26, employees have been imparted training on various topics like Public Procurement; KYC and CKYC; ESG, BRSR and Sustainability Reporting; Battery Manufacturing; Compressed Bio-Gas (CBG); Battery Energy Storage Systems (BESS); Green Hydrogen and its derivatives; Insider Trading Code; Information and Cyber Security: Digital Personal Data Protection (DPDP) Act; Governance, Risk and Compliance for BFSI Sector; AI Enabled Project Management; KYC/AML practices and regulatory expectations for NBFCs; Project Finance & PPP; Non-Cooperative Borrowers; Wilful Defaulters & Staff Accountability; ABBFF and Latest Fraud Policy of RBI; Risk Based Internal Audit (RBIA) for NBFCs; Vigilance Administration; Derivatives; Pump Storage Plant (PSP) - Concepts and Policy Framework; Financial Modelling for Project Finance; Prevention of Sexual Harassment of Women at Workplace (POSH) Act; Anti-Money Laundering and Counter-Terrorist Financing in the IFSC; Labour Codes; Fraud Awareness; Soft Skills and Executive Mastery for Enterprise Leadership, etc.

The employees had the opportunity to learn, develop and enhance their skills both through offline and virtual modes of training, lecture series and other focused development training programs conducted regularly. Our Company also promoted knowledge sharing and learning on the job through transfers and job rotation of employees within the organization.

There are various training programs conducted by the Ministry of New and Renewable Energy (MNRE), Department of Public Enterprises (DPE), Central Vigilance Commission, Central TB Division, Ministry of Health and Family Welfare, etc. Customized virtual in-house programs were organized along with other need-based programs.

The range of training imparted includes orientation programs for new recruits as well as hands-on managerial, behavioural and leadership training for employees.

1. Clean Energy and Technology Leadership

As renewable energy technologies continue to evolve, IREDA recognises the need to deepen internal understanding of emerging sectors and financing opportunities. The clean energy ecosystem is expanding beyond conventional solar and wind projects into areas such as battery manufacturing, energy storage, green hydrogen, compressed bio-gas, pumped storage, advanced bioenergy, solar cell manufacturing and innovative clean energy applications.

These programmes helped employees build a stronger understanding of technology trends, project risks, policy frameworks, market potential and financing requirements across emerging clean energy sectors.

This knowledge is especially important as IREDA expands its financing portfolio into technologies that are critical for the next phase of decarbonisation. For instance, energy storage and pumped storage will play a vital role in renewable energy integration and grid flexibility. Green hydrogen and its derivatives can support decarbonisation of hard-to-abate sectors. Bioenergy and compressed bio-gas can contribute to circular economy outcomes, rural income generation and waste-to-energy solutions.

The clean energy transition is technology-led. By investing in technical learning, IREDA strengthens its ability to evaluate, finance and scale the solutions that will define India's sustainable energy future.

2. Environment, Social and Governance (ESG)

Sustainability is embedded in IREDA's institutional purpose. However, the growing complexity of ESG disclosures, sustainability reporting frameworks and stakeholder expectations requires continuous capability building.

During the year, employees participated in programmes focused on ESG, BRSR, sustainability reporting, CSR and sustainability education. Key interventions included:

- National Certificate Course Program 2025 on ESG, BRSR and Sustainability Reporting
- Two-Day International Conference on Sustainability Education
- Workshop on the Role of CSR in Vidyanjali
- Programmes on sustainability disclosures, responsible business conduct and ESG integration

These interventions helped strengthen employee understanding of environmental and social performance, responsible finance, disclosure practices, stakeholder engagement and governance requirements.

For a green financing institution such as IREDA, ESG capability is not limited to reporting. It directly supports project appraisal, portfolio monitoring, risk assessment, investor engagement and accountability to stakeholders. Employees are encouraged to view sustainability not as a compliance exercise, but as a core lens through which long-term institutional value is created.



By strengthening ESG capabilities across the organization, we foster a culture where sustainability is embedded in strategy, operations, and decision-making.

Employees also participated in specialised programmes covering responsible finance, sustainability disclosures, ESG integration and emerging sustainability regulations. These programmes helped strengthen the institution's ability to evaluate environmental and social considerations within project financing while responding to evolving stakeholder and reporting expectations.

Vigilance, Ethics and Compliance

As a public financial institution, IREDA places the highest importance on integrity, transparency and responsible conduct. Ethical governance is a foundation of public trust and institutional credibility. In line with this commitment, IREDA continued to strengthen employee awareness on vigilance, procurement integrity, fraud prevention, conduct rules, compliance requirements and ethical decision-making.

During the year, employees participated in several programmes, including:

- Training on Procurement and Vigilance: Building a Culture of Compliance and Excellence
- Conferences on Transparency, Vigilance and Ethics in Public Procurement
- Training Programmes on Vigilance Administration

- Fraud Awareness Sessions
- Cyber Vigilance Programmes
- Courses on Conduct Rules
- Work Ethics Programmes
- Rules and Procedures of CPSEs

These programmes reinforced the importance of responsible procurement, transparent processes, conflict-of-interest management, fraud prevention and adherence to public sector conduct norms.

The objective is to build a culture where compliance is not viewed as a procedural requirement alone, but as a shared responsibility. Employees are expected to uphold high standards of fairness, accountability and ethical judgment across all functions — whether in lending, procurement, administration, finance, operations or stakeholder engagement.

In FY 2025-26, our internal ICC members, attended the Workshop on the Prevention of Sexual Harassment of Women at Workplace (POSH) Act, organized by the PHD Chamber of Commerce and Industry on 04.12.2025. Our ICC members received formal training on the POSH Act in IREDA, thereby ensuring compliance with Section 19(c) of the Act and Rule 13 of the POSH Rules, which mandates regular awareness programmes and capacity building for ICC members.

Additionally, 24 Executive Trainees received POSH awareness training as part of their orientation programme. Half day POSH Compliance and Awareness sessions were also organized for 140 employees across three batches. The session was conducted by Ms. Taru Gupta, Advocate who has advised several multinational companies and PSUs on employment laws and gender sensitization matters. Employees were trained using real-life scenarios making the session practical, engaging and impactful. A total of 168 employees were covered in these trainings.





4. Digital and Information Security

Digital transformation is reshaping financial services, public sector systems and stakeholder interactions. As IREDA expands its operational footprint and strengthens technology-enabled processes, information security, data privacy and cyber resilience have become increasingly important.

During the year, employees participated in workshops and awareness programmes on:

- Information Security
- Cybersecurity
- Cyber Vigilance
- Digital Personal Data Protection Act
- Safe Digital Practices
- Data Protection and Privacy Awareness

These interventions helped employees understand emerging cyber risks, responsible use of digital systems, data handling obligations and the importance of protecting institutional and stakeholder information. In a financial institution, digital risk is not only a technology issue — it is an enterprise-wide governance issue. Employees across functions must remain aware of phishing risks, data confidentiality, secure communication, system access protocols and privacy requirements.



5. Skill Enhancement and Professional Excellence¹³

As the renewable energy and financial services landscape continues to evolve, we remain committed to continuously strengthening the technical, functional and professional capabilities of our workforce. Our skill enhancement initiatives are designed to equip employees with the knowledge and competencies required to navigate emerging business challenges, evolving regulatory requirements and advancing technologies.

In addition to structured learning programmes, we foster continuous development through experiential learning, knowledge sharing, cross-functional exposure, job rotation and on-the-job learning opportunities. These initiatives help employees broaden their perspectives, acquire new skills and build the capabilities required to support IREDA's growth and evolving business priorities.

Our focus on skill enhancement has resulted in extensive employee participation in learning programmes, with 97.12% of employees receiving training on skill upgradation during FY 2025-26, reflecting our commitment to building a future-ready, agile and highly skilled workforce.

By investing in continuous skill development, we empower our employees to adapt, innovate and contribute meaningfully to India's clean energy transition while advancing their own professional growth.

6. Leadership, Values and Well-being

IREDA's learning agenda also recognises that future readiness is not limited to technical knowledge. It also requires emotional resilience, values-based leadership, stress management, collaboration and purpose-led work culture.

During the reporting period, employees participated in programmes such as:

- Management Lessons from the Mahabharata and Bhagavad Gita
- Yoga for Stress Management
- Conference on The Science of Yoga
- Leadership and values-based learning interventions
- Well-being and personal development sessions

These programmes supported reflection, resilience, ethical leadership and holistic well-being. By drawing from India's knowledge traditions as well as modern management thinking, IREDA seeks to nurture leaders who can balance performance with purpose and decision-making with responsibility.

Well-being is also an important component of organisational sustainability. Employees working in dynamic financial and infrastructure sectors must manage complex responsibilities, tight timelines, regulatory expectations and stakeholder needs. Programmes on yoga, stress management and personal well-being help create a more balanced and supportive work environment.



¹³ GRI 404-2 Skills programs



Occupational Health & Safety | Fostering a Safe, Healthy and Enabling Workplace ¹⁴

At IREDA, we recognise that employee health, safety and well being are fundamental to organisational resilience, service excellence and long term sustainability. While the nature of our operations is predominantly office based and does not involve industrial or manufacturing activities, we remain firmly committed to providing a safe, secure and hazard free working environment for all employees and workplace stakeholders.

Our approach to occupational health and safety is anchored in preventive care, responsible governance and continuous oversight, and is aligned with the commitments articulated in our ESG Policy, which places strong emphasis on employee safety, occupational health and overall well being.

Health & Safety Governance

In line with the low risk nature of our core operations, we have not instituted a standalone Occupational Health and Safety Management System (OHSMS) for our internal workforce. However, this does not dilute our commitment to health and safety governance. Instead, we follow a proportionate and risk appropriate model, integrating health, safety and well being considerations into our workplace policies, facility management practices and employee support systems. Our governance framework focuses on:

- 1 Maintaining safe office infrastructure and working conditions
- 2 Preventing common workplace risks related to ergonomics, electrical safety and housekeeping
- 3 Ensuring emergency preparedness and fire safety
- 4 Promoting physical and mental well being through structured programmes



Safety Governance for Owned Assets

IREDA owns a 50 MW solar power plant, the operations and maintenance of which are fully outsourced to a qualified external contractor. Responsibility for implementing occupational health and safety measures at the plant rests with the contractor, in compliance with applicable statutory requirements and recognised standards.

The solar plant operations are aligned with **ISO 45001:2018 (Occupational Health and Safety Management System)** requirements.

We exercise oversight through:

- Defined contractual obligations
- Periodic monitoring and reporting mechanisms
- Performance reviews and compliance evaluations

This model ensures strong safety practices across outsourced operations while remaining consistent with our ESG commitments and governance philosophy.

¹⁴ GRI 403-1 Health and safety management systems

Hazard Identification and Risk Assessment

Managing Low Risk Environments with Discipline

Given the office based nature of our operations, occupational health and safety risks are largely limited to routine workplace hazards. These include ergonomics, electrical safety, housekeeping standards and emergency preparedness.

To identify and assess risks on a routine basis, we follow established workplace safety practices, including:

- Periodic inspections of office premises
- Ergonomic assessments of workstations and common areas
- Verification of compliance with applicable safety norms and building regulations
- Regular checks of fire safety systems, evacuation routes and emergency response arrangements

For non routine situations—such as office renovation activities, maintenance work or emergency conditions—we undertake advance risk assessment and ensure that appropriate preventive and mitigation measures are implemented. These activities are coordinated with facility management teams and service providers, with strict adherence to relevant safety requirements.

This structured yet practical approach enables us to maintain a consistently safe working environment aligned with the low risk profile of our operations.

Preventive Health Check ups

At IREDA, a comprehensive Preventive Health Check-up Camp was organised, covering 100% of employees, including outsourced staff. The initiative aimed to promote early diagnosis, preventive care and greater health awareness by providing employees access to essential screenings and consultations with medical professionals.

The camp was inaugurated by Shri Pradip Kumar Das, Chairman & Managing Director, IREDA, in the presence of Dr. Bijay Kumar Mohanty, Director (Finance) and senior officials. Employees across all levels participated enthusiastically, reflecting IREDA's inclusive and holistic approach to workplace well-being.

Speaking on the occasion, Shri Pradip Kumar Das, CMD, IREDA, stated:

At IREDA, our people are our greatest strength. Ensuring their physical and mental well-being is a top priority for us. A healthy workforce drives productivity, enhances teamwork and strengthens the organisational ecosystem.



¹⁵ GRI 403-2 Hazard identification

¹⁶ GRI 403-3 Occupational health services



Occupation Health & Safety Training & Awareness

Building Readiness and Responsibility: We promote workplace safety through awareness driven practices and preparedness measures, rather than extensive formal training modules, reflecting the non industrial nature of our operations. Employees are sensitised to:

- Emergency response procedures
- Fire safety and evacuation protocols
- Safe workstation practices and ergonomics
- General workplace hygiene and safety norms

These efforts reinforce shared responsibility for safety and preparedness across the organisation.

As part of our commitment to employee health and well-being, we organized a TB Awareness webinar on 24 January 2026. The session was led by Dr. Mukut Bhowmik, Consultant, National TB Elimination Programme (NTEP), and Mr. Vinay Singh, State Programme Officer, Nikshay Mitra Initiative, Central TB Division, Ministry of Health and Family Welfare, Government of India. Through the webinar, we enhanced awareness among employees about the causes, prevention and treatment of tuberculosis (TB), while also familiarising them with the Nikshay Mitra Initiative under the Pradhan Mantri TB Mukht Bharat Abhiyaan. A total of 109 employees participated in the session, reinforcing our focus on preventive healthcare and employee well-being



Incident Reporting and Safety Performance | Zero Incidents, Strong Preventive Controls

We maintain clear processes for employees and workers to report any workplace safety concerns or potential hazards. Employees are also empowered to remove themselves from unsafe situations, should the need arise.

During FY 2025–26, our safety performance remained strong, with zero reported incidents across all key indicators:¹⁸

Safety Metric	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR)	0	0
Total recordable work related injuries	0	0
Fatalities	0	0
High consequence injuries or ill health	0	0

This performance reflects the effectiveness of our preventive controls, disciplined workplace practices and low risk operational profile.

Employee Well being Programmes¹⁹

Nurturing Well-being Through Care, Flexibility and Support

At IREDA, we believe that our people are our greatest strength. We are committed to creating a workplace where employees feel supported, valued and empowered to thrive both professionally and personally. Our approach to employee well-being extends beyond workplace health and safety to encompass physical wellness, preventive healthcare, financial security, family support and work-life balance.

We provide a range of employee-centric benefits designed to support employees at different stages of their professional and personal journeys. These initiatives help us foster a resilient, engaged and future-ready workforce while strengthening our ability to deliver on our organizational mission.

¹⁸ GRI 403-9 Work-related injuries

GRI 403-10 Work related ill health

¹⁹ GRI 401-2 Employee benefits

Supporting Health and Wellness

We adopt a holistic approach to employee health and well-being by providing access to comprehensive healthcare facilities and wellness programmes.

Our employees benefit from:

- 1 In-house medical facilities with daily doctor availability
- 2 Periodic health check-ups and preventive health screenings
- 3 Free medical camps and health awareness initiatives
- 4 Access to Ayurveda-based therapies and wellness support
- 5 Part-time medical consultants specialising in Allopathy, Homeopathy, Ayurveda, Naturopathy and Yoga
- 6 A fully equipped gymnasium
- 7 Regular yoga and meditation sessions to promote physical and mental well-being

Recognizing the importance of preventive healthcare, we also organize awareness programmes on key health issues, enabling employees to make informed choices about their health and well-being.





Sports Day at IREDA

As part of our Sports Day celebrations, we organized Badminton, Table Tennis and Chess tournaments for our employees at Fortune World School, Noida. The event witnessed enthusiastic participation from employees across departments and provided a vibrant platform to promote fitness, teamwork, camaraderie and engagement beyond the workplace.

The occasion was graced by Shri Pradip Kumar Das, Chairman & Managing Director, Dr. Bijay Kumar Mohanty, Director (Finance), and Shri Ajay Kumar Sahani, Chief Vigilance Officer, whose presence motivated and encouraged the participants. Their active involvement in the games further added to the energy of the event and inspired employees to participate with enthusiasm. Speaking on the occasion, our CMD highlighted the importance of maintaining a healthy work-life balance and emphasized that sports play a vital role in building discipline, teamwork, mutual respect and collaboration within the organization.

The event concluded with an award ceremony, where senior officers felicitated the winners.



Impact Highlight

Through Sports Day celebrations, we strengthened employee engagement, encouraged physical well-being and promoted a culture of teamwork, positivity and collaboration across the organization.

Comprehensive Healthcare Protection

To provide financial security during medical emergencies, we maintain healthcare arrangements with empanelled hospitals that offer cashless treatment facilities for employees and their dependent family members. Medical expenses incurred at non-empanelled hospitals are reimbursed in accordance with applicable guidelines.

In addition, employees are covered under comprehensive personal accident insurance arrangements, providing an added layer of protection and peace of mind for employees and their families.

Our commitment to employee care extends beyond active service through a post-retirement medical scheme, which enables retired employees to continue accessing medical support and hospitalization benefits.

IREDA Celebrates 11th International Day of Yoga

As part of our commitment to employee well-being and holistic development, we actively participated in the celebration of the 11th International Day of Yoga at Sunder Nursery, New Delhi. The event was organised in collaboration with the Ministry of New & Renewable Energy, Ministry of Consumer Affairs, Food and Public Distribution, along with other CPSEs and departments.

The year's global theme, "Yoga for One Earth, One Health," highlighted the important connection between individual well-being, collective health and harmony with nature. The event brought together senior officials and employees from participating ministries and CPSEs, fostering a shared spirit of mindfulness, wellness and balance.

The occasion was graced by Shri Santosh Kumar Sarangi, Secretary, MNRE, Smt. Nidhi Khare, Secretary, Department of Consumer Affairs, and

Shri Sanjeev Chopra, Secretary, Department of Food and Public Distribution, along with other senior officials.

From IREDA, Shri Pradip Kumar Das, Chairman & Managing Director, and Dr. Bijay Kumar Mohanty, Director (Finance) actively participated in the yoga session. On the occasion, our CMD emphasised the importance of adopting yoga as a daily practice to enhance physical, mental and emotional well-being, especially for professionals working in dynamic sectors such as renewable energy and public service.

Through our participation, we reiterated IREDA's commitment to promoting holistic wellness among employees, alongside our broader mission of advancing clean and green energy solutions for the nation.



Impact Highlight:

Our participation in the International Day of Yoga reinforced our focus on employee well-being, mindfulness and work-life balance, while aligning with our larger commitment to sustainability and responsible living.



Supporting Families Through Life Stages

We recognize the importance of supporting employees during significant life events and strive to create an inclusive and family-friendly workplace.

To enable employees to balance professional responsibilities with caregiving needs, we provide:

- Six months of paid maternity leave for eligible employees
- Paternity leave of 15 days for eligible employees
- Leave provisions to support personal, family and medical requirements

These benefits reflect our commitment to creating a workplace where employees can pursue successful careers while meeting family responsibilities with confidence.

Leave and Employee Support

We provide a comprehensive leave framework that enables employees to take time for rest, recovery, personal commitments and family care. Through a combination of leave benefits, wellness initiatives and employee support programmes, we encourage employees to maintain a healthy balance between professional and personal responsibilities.



Human Rights & Ethics in Operations

Upholding Dignity, Fairness and Integrity Across Our Operations

At IREDA, respect for human rights and ethical conduct forms the foundation of our organisational culture and operational integrity. As a public sector financial institution operating under the aegis of the Government of India, we recognise our responsibility to uphold the principles of fairness, dignity, equality and ethical behaviour across all aspects of our operations.

While our core activities are predominantly office based and do not involve labour intensive or high risk industrial operations, we remain committed to ensuring that our policies, practices and engagements reflect strong respect for human rights, responsible labour practices and ethical governance—both within the organisation and across our business relationships.

Given the low risk nature of our operations, we do not operate a standalone human rights due diligence system. However, human rights considerations are inherently integrated into human resource policies, vigilance frameworks, grievance mechanisms and compliance processes.²⁰

During FY 2025-26, 200 out of 208 permanent employees received training on human rights-related topics, resulting in a coverage rate of 96.15%, a significant increase from 8.67% in FY 2024-25.²¹

In addition, through our responsible lending practices and Environmental and Social Management System (ESMS), human rights considerations—such as labour standards, community health and safety, and protection of vulnerable groups—are assessed and monitored in relation to projects financed by us.

²⁰ GRI 412-1: Operations that have been subject to human rights reviews or impact assessments

²¹ GRI 412-2: Employee Training on Human Rights Policies or Procedures

Fair Employment, Dignity at Work and Employee Well being

We are committed to maintaining fair, transparent and lawful labour practices that support employee well being, professional growth and a respectful workplace culture. Our labour practices are aligned with applicable Indian labour laws, government guidelines and public sector norms.

Key Features of Our Labour Practices

- **Fair and Transparent Employment:** Recruitment, remuneration, performance management and career progression follow objective and non discriminatory processes.
- **Safe and Dignified Workplace:** We promote a work environment that is safe, respectful and free from harassment or discrimination. POSH compliance and awareness programmes are regularly conducted to reinforce a culture of dignity and mutual respect.
- **Freedom to Raise Concerns:** Employees have access to structured grievance redressal and vigilance mechanisms to raise issues related to workplace conduct, ethics or labour practices.
- **Well being and Work Culture:** Our employee well being initiatives, healthcare support and wellness programmes support physical and mental health, reinforcing a balanced and supportive work environment

Information required

FY 2025-26

Total number of incidents of discrimination during the reporting period. Zero

Our culture is founded on transparency, accessibility and constructive dialogue, enabling direct engagement between employees and management. None of our employees are members of trade unions or associations, and accordingly, IREDA does not have any collective bargaining agreements in place.²²

Sustainable Supply chain²³

At IREDA, we recognise that sustainable development extends beyond financing renewable energy projects—it also encompasses the way value is created, managed, and delivered across the supply chain ecosystem. As India advances toward a low-carbon future, we remain committed to fostering responsible procurement practices and strengthening partnerships that align with environmental stewardship, ethical conduct, and long-term economic resilience.

We believe sustainable supply chains are not merely operational networks—they are enablers of resilience, responsibility, and long-term value creation, ensuring that every partnership contributes to a more sustainable and inclusive future.

100%

Procurement Within India

INR 13.58 Crores

Amount Spent on Procurement from Local Vendors (MSEs)

26.41%

Procurement from Local vendors (MSEs)

²³ GRI 204-1: Procurement Practices



Procurement Practices

Our procurement and supply chain practices are guided by a comprehensive Procurement Manual that establishes transparent, responsible, and sustainable procurement processes for the acquisition of goods, works, and services. The manual aligns with the procurement policies approved by Management and incorporates applicable guidelines issued by the Central Vigilance Commission (CVC), Ministry of Finance, Department of Expenditure, Department of Public Enterprises (DPE), Government e-Marketplace (GeM), and other relevant Government agencies.

As part of our commitment to ethical sourcing, transparency, and digital procurement, all are procured through the online GeM platform.

We actively promote inclusive and sustainable economic development through our supplier selection and sourcing practices. Preference is accorded to Micro and Small Enterprises (MSEs), suppliers complying with the Government of India's Make in India (MII) initiative, and Public Sector Undertakings (PSUs). These measures support domestic manufacturing, encourage local economic growth, strengthen supplier diversity, and contribute to national self-reliance objectives.

Through these procurement practices, we strive to build a resilient, transparent, and sustainable supply chain that balances operational efficiency with regulatory compliance, supplier inclusiveness, and long-term economic value creation. Our approach contributes to responsible sourcing while fostering local enterprise development and supporting national sustainability and economic development goals.

During the reporting period, procurement from Micro and Small Enterprises (MSEs) accounted for 26.41% of the total value of goods and services procured. Procurement from SC/ST-owned MSEs represented 0.64%, while procurement from women-owned MSEs contributed 5.93%, reflecting our continued focus on supplier diversity and inclusive economic participation.

During FY 2025–26, no cases of child labour, forced labour, compulsory labour, or involuntary labour were reported within our operations and suppliers. We remain committed to safeguarding human rights and adhere to applicable labour laws and ethical business practices that prohibit all forms of child and forced labour²⁴.



²⁴ GRI 408-I: Operations and suppliers at significant risk for incidents of child labor

GRI 409-I: Operations and suppliers at significant risk for incidents of forced or compulsory labor

Feedback and Building Awareness

As a leading financial institution in the renewable energy sector, we actively engage with borrowers, suppliers, and other key stakeholders to foster collaboration, strengthen relationships, and enhance operational effectiveness. Feedback received through these interactions plays a vital role in the continuous review and improvement of our policies, processes, and service delivery mechanisms, enabling us to enhance transparency, responsiveness, and the overall ease of doing business.

During FY 2025–26, we continued to promote meaningful stakeholder dialogue through a series of engagement initiatives. Three Borrowers' Meets were organized on 24 April 2025, 18 September 2025, and 23 February 2026, bringing together borrowers, business partners, and renewable energy developers from across the sector. These forums serve as important platforms for transparent dialogue, enabling stakeholders to engage directly with the management on financing norms, policy developments, sectoral challenges, and business opportunities.

During the interactions, we shared updates on our financial performance, key initiatives, and actions taken in response to stakeholder feedback. Discussions highlighted our commitment to responsible growth, ease of doing business, and reducing financing costs to support renewable energy deployment. We also emphasized the importance of strong corporate governance, asset quality, and transparency in ensuring long-term sustainability across the renewable energy value chain.

The meetings further reinforced our support for MSME developers, recognized as critical contributors to India's clean energy transition, while showcasing initiatives to strengthen organizational capabilities through talent development and enhanced governance frameworks. By fostering continuous engagement and incorporating stakeholder feedback into its operations, we seek to create long-term value and contribute to the growth of a sustainable and resilient renewable energy ecosystem.

Further reinforcing our commitment to sustainability and responsible business practices, we conducted a Stakeholders' Awareness Session on Business Responsibility and Sustainability Reporting (BRSR) and Environmental, Social and Governance (ESG) principles on 24 March 2026. The session aimed to enhance

stakeholder awareness of evolving sustainability expectations, regulatory developments, and reporting requirements, while encouraging greater integration of ESG considerations into business decisions and practices.

Looking ahead, we remain focused on enhancing supply chain resilience in an evolving business environment shaped by climate change, digital transformation, and emerging stakeholder expectations. Through responsible sourcing, proactive risk management, and collaborative partnerships, we strive to contribute meaningfully to India's sustainable development journey while reinforcing institutional integrity and operational excellence.





Customer Relationship Management

Strengthening Trust Through Transparency and Responsiveness

At IREDA, we are guided by a clear and purposeful vision: to expand and transition renewable energy towards affordability, scalability, and long term sustainability in the country. This vision shapes every decision we take and every relationship we build.

Our mission is equally definitive. We strive to be a pioneering, participant friendly and competitive institution—one that finances and promotes self sustaining investments in renewable energy, energy efficiency, and environmental technologies, thereby contributing meaningfully to India's sustainable development journey. For us, financing is not an end in itself; it is a means to enable enduring impact.

We translate our vision and mission into action through the way we engage with our customers and stakeholders. We place strong emphasis on transparency, ethical conduct, and responsiveness, recognising that trust is the foundation upon which sustainable finance is built. We continuously strengthen our governance mechanisms, safeguard customer privacy, and uphold the highest standards of fairness and accountability. Our commitment to service quality, customer satisfaction, and institutional integrity ensures that we remain a dependable partner in India's energy transition.

Looking ahead, we remain confident that by staying true to our vision and mission, and by nurturing long term, trust based relationships, we will continue to deliver value that extends far beyond balance sheets. At IREDA, sustainability is not a separate agenda—it is embedded in how we finance, how we engage, and how we serve the nation.

This approach reflects the organisation's enduring philosophy— "Once IREDA, Always IREDA"—symbolising long term relationships founded on mutual accountability, ethical conduct, and shared sustainability goals.

We do not merely finance renewable energy projects; we enable confidence, credibility, and continuity in India's clean energy transition—ensuring that every rupee deployed contributes to lasting national impact.

Accessible. Transparent. Accountable.

IREDA has established a **robust, multi channel grievance redressal and feedback mechanism** to ensure that every customer and stakeholder has accessible and reliable avenues to communicate concerns or suggestions. These channels are designed to be transparent, responsive, and aligned with public sector best practices.

Key channels include online query and feedback portal: Available through IREDA's official website, this portal allows customers to submit service related queries, requests, or feedback electronically. The system enhances traceability, timely response, and data driven monitoring of customer concerns.



Community Engagement and Development

At IREDA, we believe that true success is measured not only by financial performance, but by the positive impact we create for people and the planet. Our Corporate Social Responsibility (CSR) efforts reflect a commitment to going beyond business—supporting communities, fostering inclusion, and driving meaningful change that extends far beyond our bottom line.

Through our robust CSR framework, we channel our growth into meaningful societal impact, ensuring that the transition to a cleaner future leaves no community behind.

Our CSR initiatives and programmes are implemented in compliance with the provisions of Section 135 of the Companies Act, 2013, and are aligned with the activities specified under Schedule VII. These initiatives are undertaken based on recommendations and needs assessments received from district administrations and other government bodies.

IREDA is dedicated to making a positive impact on the communities where we operate. We engage with local communities through various development projects.

32.57 Crores	47,26,094
CSR Spent (INR)	Approximate beneficiaries reached out to under CSR projects

Alignment to UNSDGs



CSR Focus Area

IREDA has sanctioned financial assistance through CSR funds towards activities under the following themes defined under Schedule VII of the Company's Act:

- Promoting health care including preventive health and sanitation
- Ensuring environmental sustainability, ecological balance
- Promoting education, including special education and employment enhancing vocation skills
- Contributions to Indian Institute of Technology (IIT) Delhi engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs)
- Protection of national heritage, art and culture
- Training to promote rural sports, nationally recognised sports, paralympic sports and Olympic sports

CSR Policy

At IREDA, our CSR and Sustainability Policy reflect our commitment to creating sustainable social, environmental, and economic value. We focus our CSR initiatives on renewable energy, energy efficiency, healthcare, education, skill development, environmental conservation, women empowerment, and community welfare, aligning our efforts with national development priorities and the Sustainable Development Goals (SDGs).

We allocate CSR resources in accordance with statutory requirements and implement projects across India through eligible partners and institutions. Our Board-level Committee coordinates and monitors CSR functions, reviewing projects at least quarterly, while the Board of Directors (BoD) holds the ultimate authority to approve or ratify all CSR project proposals.

CSR Implementation

All CSR activities are undertaken by IREDA either directly or through government/semi-government/ quasi-government/autonomous organizations/ reputed implementing agencies. The identification and implementation of projects are guided by recommendations and need assessment reports received from the office of Central Government ministries/departments/State Government agencies/ CPSUs/SPSUs/ local administration authorities.

Throughout the project implementation cycle, we collaborate with district administrations and implementing agencies to facilitate effective execution, monitor progress, and ensure that the intended social and developmental benefits are delivered to communities and the public at large.



CSR Activities sanctioned in FY 2025-26 (Ongoing and Completed)

Contributions to Indian Institute of Technology (IITs)

Project	Achievement	SDG Mapping
Contribution to the Indian Institute of Technology, Delhi towards procurement, performance evaluation, Testing, and showcasing a Compressed Bio-Gas (CBG) Car to visitors from across the nation and world. (Status: Ongoing)	- The project is expected to benefit 1,100 stakeholders, including students, researchers, academic professionals, policymakers, industry representatives, and visitors, etc. - The initiative Supports knowledge dissemination, awareness generation, technology validation, and capacity building in sustainable mobility and clean energy solutions.	  

Ensuring environmental sustainability, ecological balance

Project	Achievement	SDG Mapping
Financial assistance through M/s Rajasthan Electronics & Instruments Limited (REIL) for Supply / Installation / Commissioning and Maintenance of SPV Power Plant (Status: Ongoing)	- Installed a 100 kWp Off-Grid SPV Power Plant (Car Port Structure Type) at BSF Longewala, providing a reliable source of clean energy in a remote border area. - The project is expected to benefit around 500,000 beneficiaries, strengthened sustainable energy infrastructure, reduced reliance on conventional power sources, and supported environmental sustainability through renewable energy adoption.	 

Financial assistance towards supply and installation of installation of solar Power Systems at Govt. Woman's College, Rairangpur, Govt. (SSD) Girl's High School, Rairangpur, Govt. Girl's High School, Rairangpur and Skill Training Hub, Pahadpur in Mayurbhanj district, Odisha (Status: Ongoing)	The initiative is expected to benefit around 3,000 students, trainees, and community members while promoting environmental sustainability and reducing dependence on conventional energy sources	  
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Project	Achievement	SDG Mapping
Financial assistance for supply and installation of 45 kW On Grid solar power system at water pumping station near Podar International School, Old Goa (Status: Completed)	- Enabled the use of clean and renewable energy for water-pumping operations, improving energy efficiency and reducing reliance on conventional power sources. - The project covers 1,000 community members through enhanced access to sustainable water infrastructure while contributing to environmental conservation and carbon emission reduction.	   
Financial assistance for supply and installation of 50 kW Off-Grid solar power system at Vipassana Meditation Centre, Shravasti, Uttar Pradesh (Status: Completed)	The initiative is expected to generate direct and indirect benefits for around 3,000 beneficiaries through enhanced energy self-sufficiency, reduced dependence on conventional power sources, and contributed to environmental sustainability through the adoption of clean energy.	 
Financial assistance towards supply, installation and commissioning of Off grid rooftop solar PV systems at 21 nos. of secondary schools across the aspirational district of Chandauli, Uttar Pradesh (Status: ongoing)	The initiative is expected to benefit around 148,579 beneficiaries, improved educational infrastructure, enhanced energy access in underserved communities, and promoted environmental sustainability through the adoption of renewable energy solutions.	  
Financial assistance for supply installation and commissioning of: 90 kW Grid-Connected Solar PV System at the DDW Water Pumping station near Goa Medical college, Bambolim, Tiswadi, Goa; 80 kW Grid-Connected Solar PV System at the DDW Water Pumping station behind Police Station, Agassaim, Tiswadi, Goa (Status: Ongoing)	The project is expected to benefit around 2,600 local residents and community members through enhanced access to sustainable water infrastructure.	  



Project	Achievement	SDG Mapping
Financial assistance for supply installation and commissioning of 60 nos. of solar streetlights and 4 nos. of High Mast Lights at SVNIRTAR, Olatpur, Odisha (Status: Ongoing)	- Installed solar-powered streetlights and high-mast lighting infrastructure to enhance safety, accessibility, and energy efficiency across the institute campus. - The initiative is expected to benefit around 3,775 people, improved outdoor illumination through the use of renewable energy.	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION

Case Study 1

Building sustainable future– Solarization projects

IREDA has sanctioned financial assistance for supply and installation of 45 kW On Grid solar power system at water pumping station near Podar International School, Old Goa, under CSR funds of IREDA for the FY 2025-26 with an objective to reduce dependence on fossil fuels and transition of the electrical load of public water distribution system at the area on renewable energy sources; which is expected benefitting approximately 400 Nos of households.

The project is proposed as a Pilot Initiative with a vision to reduce dependence on fossil fuels and transition of the electrical load of public water distribution system on renewable energy sources.

The PWD Department operating and maintaining the Water Pumping Station is the direct beneficiary as it saves on energy bills.

The project has promoted contributing to the national renewable energy security for essential public services.

The implementation of the project has fostered utilization of green energy by providing ongrid Solar PV System for operations at the Water Pumping Station and strengthening basic water supply through sustainable and renewable power.



Case Study 2

Promoting Eco-friendly mobility

IREDA has leveraged its CSR initiatives to promote inclusive, sustainable mobility through the deployment of battery-operated vehicles (BOVs) and electric vehicles (EVs) across public, educational, and healthcare institutions.

In FY 2023–24, IREDA donated 10 Battery Operated Vehicles (5 six-seater and 5 eleven-seater) to the Shree Jagannath Temple Administration, Puri, enabling convenient transportation for senior citizens and persons with disabilities visiting the heritage city. To ensure continued operations, IREDA further sanctioned ₹95.62 lakh towards operation and maintenance expenses for three years under CSR funding. The initiative has reduced carbon emissions, promoted clean mobility, and generated livelihood opportunities for local communities.

Extending its support for accessibility, IREDA donated four 11-seater battery-operated vehicles to Guru Gobind Singh Indraprastha University (GGSIPU), Delhi, during FY 2024–25, facilitating safe and convenient movement of differently abled students and staff, visitors, and senior citizens within the campus.

In FY 2025–26, IREDA also sanctioned CSR assistance for the deployment of ambulance carts, e-tourist vehicles, motion carts, and an electric bus at Homi Bhabha Cancer Hospital & Research Centre, Muzaffarpur, Bihar. These vehicles support patient transportation, staff mobility, outreach activities, and emergency response services across the 45-acre hospital campus. With an average daily patient footfall of around 500, the initiative is expected to benefit nearly 1 lakh patients annually, particularly those from rural and economically weaker sections.

Later, In FY 2025-26 IREDA also sanctioned CSR assistance for supply and operationalization of 04 (four) Battery operated (Electric) Vehicles, to be utilized at M/s Mahamana Pandit Madan Mohan Malaviya Cancer Centre (MPMMCC) Varanasi, Uttar Pradesh. The utilisation of battery-operated vehicles under the project are expected to benefit around 1,18,000 beneficiaries annually

These projects demonstrate IREDA's commitment to advancing clean energy, accessibility, and inclusive development in alignment with SDG 7 (Affordable and Clean Energy) and broader sustainability goals.





Promoting education, including special education and employment enhancing vocation skills

Project	Achievement	SDG Mapping
Financial assistance for providing primary education to remote and slum area children via 25 nos. of Single Teacher Schools in Jaipur, Rajasthan (Status: Ongoing)	- Supported access to primary education for children from underserved communities through 25 Single Teacher Schools. - The initiative is expected to benefit approximately 500 children, helping improve educational access, foundational learning outcomes, and opportunities for holistic development among economically disadvantaged sections of society.	 
Financial assistance towards installation and operationalizing a Community Radio Station (Radio Kullu 90.4 FM) at Kullu, Himachal Pradesh (Status: Ongoing)	- Supported the establishment and operation of a community radio station to facilitate access to information, education, awareness, and community engagement. - The initiative is expected to benefit around 100,000 beneficiaries, strengthening communication outreach, promoting local culture and development initiatives.	  
Financial assistance towards supply and installation of Smart Classes in 21 Schools across the aspirational district of Chandauli, Uttar Pradesh. (Status: Ongoing)	The initiative is expected to benefit around 4,046 students and educators, enhancing access to digital education, improving classroom engagement, and supporting better learning outcomes through the integration of modern teaching tools.	 
Financial assistance towards supply and installation of Smart Classes in 20 Schools across the aspirational district of Balrampur, Uttar Pradesh. (Status: Ongoing)	The initiative is expected to benefit around 1,700 students and educators, enhancing access to digital education, improving classroom engagement, and supporting better learning outcomes through the integration of modern teaching tools.	 
Financial assistance towards supply, installation and operationalizing of Smart Classes in 21 Schools across the aspirational district of Kupwara, UT of Jammu and Kashmir. (Status: Ongoing)	The initiative is expected to benefit around 2,575 students and educators, enhancing access to digital education, improving classroom engagement, and supporting better learning outcomes through the integration of modern teaching tools.	 

Project	Achievement	SDG Mapping
Financial assistance towards supply, installation and operationalization of Computers (40 nos.) for the computer lab and Supply, installation and commissioning of 50 kW on-grid solar rooftop power plants under Net Metering facility power system at the Sharada Vilasa School, Matturu village (Mathur) Karnataka (Status: Ongoing)	- Strengthened educational and renewable energy infrastructure through the establishment of a computer lab and installation of a solar rooftop power plant. - The initiative is expected to benefit around 470 students and staff, enhancing digital learning opportunities, improving access to technology, reducing reliance on conventional energy sources, and promoting sustainable practices within the school.	 
Financial assistance for construction of 27 number of classrooms at government primary / high schools at district Haveri, Karnataka (Status: Ongoing)	The initiative is expected to benefit around 2,670 students by enhancing learning environment, increasing classroom capacity, reduced overcrowding, and improved access to quality education for students across the district.	 
Financial assistance for providing jetting machines for maintenance of around 633 (Six Hundred Thirty-Three) Government School Toilets of Dharwad, District Karnataka (Status: Ongoing)	The initiative is expected to benefit around 1,38,000 students and staff by improving cleanliness, hygiene, and usability of school sanitation facilities, contributing to a healthier and more conducive learning environment for students and staff across 633 schools.	  
Financial assistance towards operational expenses of two (2) Mobile Medical Vans (TOW 1 and TOW 2) for FY 2025-26 for running the "Therapy on Wheels" Program for serving children with disabilities (Status: Completed)	- Supported the delivery of therapy and rehabilitation services to children with disabilities through two mobile medical vans. - The initiative improved access to healthcare and therapeutic interventions for approximately 160 children in underserved communities.	



Promoting health care including preventive health care

Project	Achievement	SDG Mapping
Financial assistance for organizing four (4) Health Check-up Camps in Rural Areas of District- Unnao, Lucknow, Uttar Pradesh. (Status: Completed)	The initiative reached around 400 individuals from underprivileged families, promoting early diagnosis of health conditions, increasing awareness of preventive healthcare, and improving access to essential healthcare services for underserved communities.	
Financial assistance for Procurement of necessary Medical Equipment for Community Health Centres (CHCs) of Aspirational District Siddharthnagar, Uttar Pradesh (Status: Ongoing)	- Strengthened healthcare infrastructure at Community Health Centres through the provision of essential medical equipment, enhancing diagnostic, treatment, and patient care capabilities. - The initiative improved access to quality healthcare services and supported timely medical interventions, which are expected to benefit around 12,00,000 community members near the CHCs.	
Financial assistance towards supply and installation of Solar Water Coolers with RO Water Purifiers in 11 nos. of Government Schools of Mayurbhanj district, Odisha (Status: Ongoing)	The project is expected to benefit around 4,087 school students and staff through enhanced access to sustainable water infrastructure.	
Financial assistance towards procurement and installation of 11 Ice-Lined Refrigerators (ILRs) in the Community Health Centers (CHCs) and Primary Health Centers (PHCs) across Solan District, Himachal Pradesh (Status: Ongoing)	The initiative enhanced the capacity of healthcare facilities to deliver uninterrupted immunization and public health services, contributing to improved healthcare outcomes and is expected to benefit around 45,000 local community members	

Project	Achievement	SDG Mapping
Financial assistance towards supply and delivery of Electric Vehicles to be utilized at Homi Bhabha Cancer Hospital & Research Centre, Muzaffarpur, Bihar (Status: Completed)	- Supported the healthcare infrastructure of the hospital through the provision of electric vehicles, facilitating efficient and environmentally sustainable transportation for patient care and hospital operations. - The initiative is expected to benefit around 100,000 patients by improved service delivery	 
Financial assistance towards supply and installation of Hemodialysis Machines and other medical equipments in District Hospital Rajgarh and Civil Hospital, Biaora, Madhya Pradesh. (Status: Ongoing)	- Strengthened healthcare infrastructure through the provision of advanced hemodialysis machines and essential medical equipment, enhancing the capacity of the hospitals to deliver specialized and quality healthcare services. - The initiative is expected to cover approximately 540 patients in a year	 
Financial assistance for supply and installation of five (05) Dialysis machines at hospitals in Sikkim (two units at Jorethang CHC, Sikkim and three units at District Hospital, Soreng Sikkim) (Status: Completed)	- Strengthened healthcare infrastructure through the provision of advanced hemodialysis machines - The initiative improved the capacity of healthcare facilities to provide timely and affordable dialysis treatment and is expected to benefit around 7,500 patients.	
Financial assistance towards supply and operationalization of 4 nos. of Battery operated (Electric) Vehicles to be utilized at Mahamana Pandit Madan Mohan Malaviya Cancer Centre (MPMMCC) Varanasi, Uttar Pradesh and supply and operationalization of three nos. of BI header Microscopes and two nos. of Manual Rotary Microtomes as Diagnostic Equipment for HBCH&RC, Muzaffarpur (Status: Ongoing)	- Strengthened cancer care infrastructure through the provision of electric vehicles and advanced diagnostic equipment. - The initiative enhanced patient support services, improved diagnostic capabilities, and promoted sustainable healthcare operations, is expected to benefit around 126,000 patients, caregivers, and healthcare personnel.	 



Financial assistance towards supply and installation of Ultrasound machines and Multipara Monitor machines in government hospitals of Kheda district, Gujarat.	The initiative enhanced the capacity of healthcare facilities to deliver timely diagnosis, continuous patient monitoring, and improved medical care, thereby increasing access to quality healthcare services and is expected to benefit approximately 438,000 patients.	
(Status: Ongoing)		
Financial assistance towards supply and installation of 20 kW Offgrid rooftop solar PV systems each at 5 nos. of Community Health Centres under Jhanjharpur Lok Sabha constituency, district Madhubani, Bihar.	- Installed off-grid rooftop solar PV systems at five Community Health Centres, ensuring access to reliable and clean energy for healthcare operations. - The initiative strengthened healthcare infrastructure, enhanced continuity of essential medical services, and is expected to benefit around 875,992 beneficiaries through improved healthcare delivery and sustainable energy adoption.	
(Status: Ongoing)		
Financial assistance towards supply and installation of Open-air Gyms at 05 nos. of locations in Ahilyanagar district, Maharashtra	Established open-air fitness infrastructure at five locations to promote physical activity, healthy lifestyles, and community well-being. The initiative provided accessible recreational and fitness facilities for local residents, benefiting approximately 5,000 community members of the region per year and encouraging preventive healthcare and active living.	
(Status: Ongoing)		
Financial assistance for supply and installation of 10 nos. of Dental Chairs at the Dentistry department of The Baba Jaswant Singh Trust Dental Charitable Hospital, Ludhiana	- Enhanced the hospital's capacity to deliver quality oral healthcare services through the installation of 10 dental chairs. - The projects intend to cater to around 100,000 patients per year visiting the hospital and improved access to dental diagnosis, treatment, and preventive care, enabling more efficient and effective patient management.	
(Status: Ongoing)		

Project	Achievement	SDG Mapping
Financial assistance towards supply and commissioning Mobile Tuberculosis (TB) Diagnostic & Awareness Vehicle including TrueNat Machine, X-Ray Scanner and operational expenses" in the Aspirational District of Kupwara, Jammu & Kashmir. (Status: Ongoing)	The initiative improved access to screening and early diagnosis services in remote and underserved areas, benefiting approximately 200,000 people of the Kupwara district and contributing to enhanced public health outcomes and TB control efforts.	
Financial assistance towards Supply and procurement of infrastructural materials & supply and procurement of equipment for office and therapy centre, for the Early Intervention Centre in the District of Kullu, Himachal Pradesh (Status: Ongoing)	The initiative is expected to benefit around 300 children through enhanced access to early identification, therapeutic support, and developmental interventions.	
Financial assistance towards supply and installation of essential Equipment in CHC, Buchireddypalem, Kovur, Nellore , Andhra Pradesh (Status: Ongoing)	Strengthened healthcare infrastructure through the provision of essential medical equipment, enhancing the capacity of CHC to deliver quality diagnostic, treatment, and patient care services and is expected to benefit around 2,00,000 patients	



Case Study 3

Therapy on Wheels

IREDA has been providing financial support towards “Therapy on Wheels” initiative since FY 2020-21.

The program “Therapy on Wheels” for serving Children with Disabilities has been running successfully since FY 2020-21 for the specially abled poor children as a Social cause.

- The Therapy on Wheels' program has directly transformed the lives of children with disabilities across rural Himachal Pradesh. Further, the project is unique as it brings critical therapy services—physiotherapy, occupational therapy, special education, and early intervention—directly to children in remote villages who would otherwise have no access to such care
- The mobile therapy unit helps in reducing the gap for children and parents who cannot access the center / hospital-based interventions. The therapy bus will travel to lesser accessible areas in Kullu districts of Himachal Pradesh.
- In addition to providing therapy and counseling, the Mobile Therapy Unit (MTU) also plays an active role in spreading awareness and information. An in-built projector helps educate the local residents on the importance of early detection and intervention.
- The staff will also train the locals on basic interventions that can be administered at home.

A total of 823 nos. of beneficiaries have been covered – 304 children and 519 adults between 2020 and 2026 including 4081 therapy sessions in the same period

The project has received the ‘Zero Project’ award by ESSL Foundation for its innovative approach to accessibility.

The outreach and engagement by TOW 1 & 2 have led to a lifelong impact of which two notable instances can be seen in Kullu, Himachal Pradesh.



Case Study 4

Strengthening public medical infrastructure

On the request from the Chief Dist. Medical Officer Cum Civil Surgeon Civil Hospital, Nadiad (Kheda District), Gujarat, IREDA sanctioned financial assistance from its CSR funds for the FY 2025-26, towards supply and installation of Ultrasound machines and Multipara Monitor machines in government hospitals of Kheda district, Gujarat.

The diagnostic equipments have enabled doctors to accurately diagnose diseases and also provide improved medical care to the people of the area. The project has enabled free access to improved and modern healthcare facilities for around 1200 patients visiting the Civil Hospital Nadiad and Sub District Hospital, Dakor in Kheda district, Gujarat.

The project has contributed towards strengthening public healthcare infrastructure and improving patient safety including:

Strengthening critical care infrastructure of the hospitals with modern medical equipment to ease the diagnosis.

- Ensure real-time monitoring of patients' vital parameters
- Reduce morbidity and mortality through early clinical intervention
- Provide quality healthcare services to economically weaker sections
- Aligning with PSU CSR goals in healthcare development





Protection of national heritage, art and culture and promotion and development of traditional arts and handicrafts

Project	Achievement	SDG Mapping
Contribution of India International Centre (IIC), New Delhi for supporting and developing artistic and cultural activities, traditions with special emphasis on Young & Budding Artists.	The project provided opportunities for artistic expression, cultural engagement, and talent development, and is expected to benefit around 10,000 artists and contributing to the preservation and enrichment of India's cultural ecosystem	 
(Status: Ongoing)		

Training to promote rural sports, nationally recognized sports, paralympic sports and Olympic sports

Project	Achievement	SDG Mapping
Financial assistance for infrastructure development including supply and installation of supply and installation of gymnasium equipments and sports equipments at the Dharwad Aquatic & Multi-Sports Complex, Karnataka	Strengthened sports infrastructure through the provision of modern gymnasium and sports equipment, enhancing access to quality sports and fitness facilities. The initiative is likely to cover and benefit 500,000 athletes, youth, and community members of the region, promoting physical fitness, sports participation, and overall well-being.	  
(Status: Ongoing)		

Refer our annual report pg no. 84 for more details on CSR

Abbreviation	Full Form
ABAC	Anti-Bribery and Anti-Corruption
ADB	Asian Development Bank
AI	Artificial Intelligence
ALCO	Asset Liability Committee
ALM	Asset Liability Management
AML	Anti-Money Laundering
BESS	Battery Energy Storage System
BFSI	Banking, Financial Services and Insurance
Bio-CNG	Bio Compressed Natural Gas
BoD	Board of Directors
BOV	Battery Operated Vehicle
BRSR	Business Responsibility and Sustainability Reporting
BSF	Border Security Force
CBG	Compressed Biogas
CBIP	Central Board of Irrigation and Power
CEA	Central Electricity Authority
CHC	Community Health Centre
CII	Confederation of Indian Industry
CKYC	Central Know Your Customer
CMA	Cost Management Accountant
CMD	Chairman and Managing Director
COP26	26th Conference of Parties
CPSE	Central Public Sector Enterprise
CPSU	Central Public Sector Undertaking
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainability Reporting Directive
CUF	Capacity Utilisation Factor
CVC	Central Vigilance Commission
CFO	Chief Financial Officer
DBFOT	Design, Build, Finance, Operate and Transfer
DDW	Department of Drinking Water
DEFRA	Department for Environment, Food & Rural Affairs (UK)
DEI	Diversity, Equity and Inclusion
DG	Diesel Generator
DPDP	Digital Personal Data Protection
DPE	Department of Public Enterprises
EHS	Environmental, Health and Safety
EPC	Engineering, Procurement and Construction
ESG	Environmental, Social and Governance
ESMS	Environmental and Social Management System
EV	Electric Vehicle



Abbreviation	Full Form
GCC	Greater Chennai Corporation
GeM	Government e-Marketplace
GHG	Greenhouse Gas
GGSIU	Guru Gobind Singh Indraprastha University
GJ	Gigajoule
GRI	Global Reporting Initiative
GST	Goods and Services Tax
GW	Gigawatt
IBA	Indian Banks' Association
IBC	India Habitat Centre Business Centre
ICC	Internal Complaints Committee
IFC	International Finance Corporation
IIC	India International Centre
IIT	Indian Institute of Technology
IPCC	Intergovernmental Panel on Climate Change
IREDA	Indian Renewable Energy Development Agency Limited
ISMS	Information Security Management System
IT	Information Technology
KLD	Kilolitres per Day
KMP	Key Managerial Personnel
KYC	Know Your Customer
LiFE	Lifestyle for Environment
LTIFR	Lost Time Injury Frequency Rate
MCD	Municipal Corporation of Delhi
MII	Make in India
MNGL	Maharashtra Natural Gas Limited
MNRE	Ministry of New and Renewable Energy
MoU	Memorandum of Understanding
MPMMCC	Mahamana Pandit Madan Mohan Malaviya Cancer Centre
MSME	Micro, Small and Medium Enterprise
MSE	Micro and Small Enterprise
MT	Metric Tonnes
MTU	Mobile Therapy Unit
MU	Million Units
MW	Megawatt
NBFC	Non-Banking Financial Company
NOx	Nitrogen Oxides
NPA	Non-Performing Asset
NPS	National Pension System
NSE	National Stock Exchange
NTEP	National Tuberculosis Elimination Programme

Abbreviation	Full Form
ODS	Ozone Depleting Substances
OHS	Occupational Health and Safety
OHSMS	Occupational Health and Safety Management System
PF	Provident Fund
PHC	Primary Health Centre
PLC	Programmable Logic Controller
POSH	Prevention of Sexual Harassment
PPA	Power Purchase Agreement
PPP	Public Private Partnership
PRMS	Post Retirement Medical Scheme
PSU	Public Sector Undertaking
PV	Photovoltaic
RBIA	Risk Based Internal Audit
RBI	Reserve Bank of India
RE	Renewable Energy
REIL	Rajasthan Electronics & Instruments Limited
RMC	Risk Management Committee
SASB	Sustainability Accounting Standards Board
SC/ST	Scheduled Caste / Scheduled Tribe
SCADA	Supervisory Control and Data Acquisition
SDGs	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SLNSHEP	Shaheed Lakhman Nayak Small Hydro Electric Project
SMP	Senior Management Personnel
SOx	Sulphur Oxides
SPSU	State Public Sector Undertaking
STP	Sewage Treatment Plant
SVNIRTAR	Swami Vivekanand National Institute of Rehabilitation Training and Research
TB	Tuberculosis
tCO ₂ e	Tonnes of Carbon Dioxide Equivalent
TDS	Tax Deducted at Source
TOPCon	Tunnel Oxide Passivated Contact
UN SDGs	United Nations Sustainable Development Goals
VAPT	Vulnerability Assessment and Penetration Testing
ZLD	Zero Liquid Discharge



Mapping with the Standards

GRI STANDARD	DISCLOSURE	CHAPTER/ SECTION NAME	PAGE NO.
GRI 2: General Disclosures 2021	2-1 Organizational details	About IREDA	6-10
	2-2 Entities included in the organization's sustainability reporting	About the Report	4
	2-3 Reporting period, frequency and contact point	About the Report	4
	2-4 Restatements of information	Restatement	5
	2-5 External assurance	Assurance	5
	2-6 Activities, value chain and other business relationships	About IREDA; Sustainable Supply Chain	6-10, 84-86
	2-7 Employees	Talent Acquisition and Workforce Planning	69
	2-8 Workers who are not employees	Not Applicable	
	2-9 Governance structure and composition	Corporate Governance	38-41
	2-10 Nomination and selection of the highest governance body	Corporate Governance	38
	2-11 Chair of the highest governance body	Corporate Governance	38-39
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance	40-41
	2-13 Delegation of responsibility for managing impacts	ESG Governance	41
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance	40-41
	2-15 Conflicts of interest	Conflict of Interest	42
	2-16 Communication of critical concerns	Grievance Redressal; Vigil Mechanism	43
	2-17 Collective knowledge of the highest governance body	Capacity Building of the Board	40
	2-18 Evaluation of the performance of the highest governance body	Capacity Building of the Board	40
	2-19 Remuneration policies	Nomination and Remuneration	43
	2-20 Process to determine remuneration	Nomination and Remuneration	43
	2-21 Annual total compensation ratio	Nomination and Remuneration	43
	2-22 Statement on sustainable development strategy	Message from the CMD	12-15
	2-23 Policy commitments	Policies and Codes	42
	2-24 Embedding policy commitments	ESG Governance; Business Ethics	40-43
	2-25 Processes to remediate negative impacts	Grievance Redressal	43
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Redressal; Vigil Mechanism	43
	2-27 Compliance with laws and regulations	Business Ethics; Areas of Breaches	41-43

GRI STANDARD	DISCLOSURE	CHAPTER/ SECTION NAME	PAGE NO.
GRI 2: General Disclosures 2021	2-28 Membership associations	BRSR, Annual Report	177
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	19-20
	2-30 Collective bargaining agreements	Fair Employment and Dignity at Work	84
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment	21-23
	3-2 List of material topics	Double Materiality Assessment	23
	3-3 Management of material topics	Double Materiality Assessment	21-27
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Transparency: Economic Performance	44
	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management; Emission Management	45-46, 55-59
	201-3 Defined benefit plan obligations and other retirement plans	Defined Benefit Plan Obligations	44
	201-4 Financial assistance received from government	Financial Assistance from Government	44
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR, Annual Report	167
	202-2 Proportion of senior management hired from the local community	Not Applicable	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Sustainable Finance; Community Development	29-33, 88-101
	203-2 Significant indirect economic impacts	Sustainable Finance; Community Development	29-33, 88-101
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain	84-85
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery	43
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Bribery	43
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Bribery	43
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics: Areas of Breaches	42
GRI 207: Tax 2019	207-1 Approach to tax	Tax Strategy	45
	207-2 Tax governance, control, and risk management	Tax Strategy	45
	207-3 Stakeholder engagement and management of concerns related to tax	Grievance Redressal	43
	207-4 Country-by-country reporting	Tax Strategy	45



GRI STANDARD	DISCLOSURE	CHAPTER/ SECTION NAME	PAGE NO.
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Not Applicable	
	301-2 Recycled input materials used	Not Applicable	
	301-3 Reclaimed products and their packaging materials	Not Applicable	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management	52-54
	302-2 Energy consumption outside of the organization	Energy Management	52-54
	302-3 Energy intensity	Energy Management	51-53
	302-4 Reduction of energy consumption	Energy Management	51-53
	302-5 Reductions in energy requirements of products and services	Not applicable	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	60-61
	303-2 Management of water discharge-related impacts	Water Management	61
	303-3 Water withdrawal	Water Management	60-61
	303-4 Water discharge	Water Management	61
	303-5 Water consumption	Water Management	60-61
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management: Scope 1	55-58
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management: Scope 2	55-58
	305-3 Other indirect (Scope 3) GHG emissions	Emission Management: Scope 3	55-59
	305-4 GHG emissions intensity	Emission Management	55-58
	305-5 Reduction of GHG emissions	Environmental Stewardship Highlights	51
	305-6 Emissions of ozone-depleting substances (ODS)	Emissions from Ozone-Depleting Substances	58-59
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Emissions	59
GRI 306: Effluents and Waste 2016	306-3 Significant spills	Waste Management	62
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	62
	306-2 Management of significant waste-related impacts	Waste Management	62
	306-3 Waste generated	Waste Management	62
	306-4 Waste diverted from disposal	Waste Management	62
	306-5 Waste directed to disposal	Waste Management	62

GRI STANDARD	DISCLOSURE	CHAPTER/ SECTION NAME	PAGE NO.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain	84-86
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain	84-86
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	New Hires and Employee Turnover	70
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Well-being Programmes	80-83
	401-3 Parental leave	Supporting Families Through Life Stages	83
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Board Oversight	38
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety	77
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification and Risk Assessment	78
	403-3 Occupational health services	Occupational Health Services	78-80
	403-4 Worker participation, consultation, and communication on occupational health and safety	Incident Reporting and Safety Performance	80
	403-5 Worker training on occupational health and safety	OHS Training and Awareness	79
	403-6 Promotion of worker health	Employee Well-being Programmes	80-83
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety Governance for Owned Assets	77
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety	77-80
	403-9 Work-related injuries	Incident Reporting and Safety Performance	80
	403-10 Work-related ill health	Incident Reporting and Safety Performance	80
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning and Development	71
	404-2 Programs for upgrading employee skills and transition assistance programs	Skill Enhancement and Professional Excellence	72-76
	404-3 Percentage of employees receiving regular performance and career development reviews	Career and Performance Development Review	70



GRI STANDARD	DISCLOSURE	CHAPTER/ SECTION NAME	PAGE NO.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Diversity; Employee Composition	38, 69
	405-2 Ratio of basic salary and remuneration of women to men	Ratio of Basic Salary and Remuneration	69
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Fair Employment and Dignity at Work	84
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Fair Employment and Dignity at Work	84
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable Supply Chain	85
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Supply Chain	85
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not tracked	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not Applicable	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement and Development	88-101
	413-2 Operations with significant actual and potential negative impacts on local communities	Nil	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain	84-86
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain	84-86
GRI 415: Public Policy 2016	415-1 Political contributions	Financial Assistance from Government	44
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Not Applicable	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not Applicable	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Not Applicable	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not Applicable	
	417-3 Incidents of non-compliance concerning marketing communications	Not Applicable	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital Transformation, Information Security & Cyber Resilience	47-48

SASB CONTENT INDEX

SASB Industry Standard: Commercial Banks | Primary SICS Sector: Financials

Reporting entity: Indian Renewable Energy Development Agency Limited (IREDA)

SASB Topic	SASB Code	IREDA Response	Reference in ESG Report	Page number
Data Security	FN-CB-230a.1	During FY 2025-26, IREDA reported zero substantiated complaints concerning breaches of customer privacy and zero identified incidents involving leakage, theft or loss of customer data. Information security is supported by governance committees, the Information Security Policy, ISMS, periodic VAPT and information security audits.	Digital Transformation, Information Security & Cyber Resilience; Customer Privacy	48
Data Security	FN-CB-230a.2	IREDA maintains an Information Security Management System (ISMS) supported by a formal Information Security Policy. The framework covers information security risk management, access management, protection of sensitive data, incident response, system resilience and compliance. Cybersecurity measures include half-yearly VAPT, periodic audits and ongoing investment in IT and security infrastructure.	Information Security Governance; Information Security Policy and ISMS; Cyber Security Initiatives	47-48
Financial Inclusion & Capacity Building	FN-CB-240a.1	Not applicable. IREDA is a specialised renewable energy financing NBFC. The report does not identify loan programmes designed specifically to promote small-business and community development.	Not applicable	
Financial Inclusion & Capacity Building	FN-CB-240a.2	Not applicable. The report does not identify past-due or non-accrual loans under programmes designed specifically to promote small-business and community development.	Not applicable	
Financial Inclusion & Capacity Building	FN-CB-240a.3	Not applicable. IREDA focuses on renewable energy and sustainable infrastructure financing rather than retail banking products for unbanked or underbanked customers.	Not applicable	
Financial Inclusion & Capacity Building	FN-CB-240a.4	Not reported. The report does not disclose participants in financial literacy initiatives for unbanked, underbanked or underserved customers.	Not applicable	
Incorporation of Environmental, Social and Governance Factors in Credit Analysis	FN-CB-410a.2	IREDA integrates environmental and social considerations into project appraisal, approval and monitoring through its Environmental and Social Management System (ESMS). The ESMS is aligned with IFC Performance Standards, the ADB Safeguard Policy Statement, the World Bank Environmental and Social Framework, World Bank Group EHS Guidelines and applicable Indian requirements.	Responsible Lending; Environmental and Social Risk Management through ESMS	34-35
Financed Emissions	FN-CB-410b.1	Not reported. IREDA discloses operational Scope 1, Scope 2 and selected Scope 3 emissions; however, absolute gross financed emissions disaggregated by Scope 1, Scope 2 and Scope 3 are not disclosed.	Emission Management; GHG Emissions Inventory	55-59



SASB Topic	SASB Code	IREDA Response	Reference in ESG Report	Page number
Financed Emissions	FN-CB-410b.2	Not reported. Gross exposure for each industry by asset class is not disclosed in the format required by this SASB metric.	Not reported	
Financed Emissions	FN-CB-410b.3	Not reported. The percentage of gross exposure included in a financed-emissions calculation is not disclosed.	Not reported	
Financed Emissions	FN-CB-410b.4	Not reported. A methodology for calculating financed emissions is not disclosed. The methodology described in the report relates to IREDA's operational and selected value-chain GHG inventory.	Emission Management; Calculation Methodology	58-59
Business Ethics	FN-CB-510a.1	During FY 2025-26, IREDA reported zero incidents of corruption or bribery, discrimination or harassment, customer privacy breaches, conflicts of interest, money laundering or insider trading, anti-competitive behaviour, and non-compliance with laws and regulations. The report does not disclose monetary losses from legal proceedings.	Business Ethics; Areas of Breaches	42
Business Ethics	FN-CB-510a.2	IREDA's governance framework includes a Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Vigil Mechanism/Whistle Blower Policy, internal controls, reporting mechanisms and oversight by management and the Audit Committee.	Policies and Codes; Vigil Mechanism / Whistle Blower Policy; Anti-Corruption and Bribery	41-43
Systemic Risk Management	FN-CB-550a.1	Not applicable. The Global Systemically Important Bank score applies to G-SIBs; IREDA is described in the report as an RBI-registered NBFC and public financial institution.	About IREDA	6
Systemic Risk Management	FN-CB-550a.2	IREDA has a comprehensive risk management framework covering credit, market, liquidity, operational, foreign currency, asset-liability, information and cybersecurity risks. Oversight is provided by the Board, the Board-level Risk Management Committee and management-level risk committees.	Risk Management; Risks Identified by IREDA	45-46

Note: IREDA is classified under the SASB Commercial Banks Industry. "Not applicable" indicates that the metric does not align with IREDA's reported business model or institutional status. "Not reported" indicates that the requested metric is not disclosed in the current ESG Report.



Minister MNRE honouring IREDA for Significant Contribution in RE Sector



CBIP Award Presented To IREDA for Outstanding Contribution to Development of the Renewable Energy Sector 2025



CMD IREDA Conferred with Pravasi Green Award, 2025



Hon'ble Union Minister MNRE flagging off Battery Operated Vehicles at Shree Jagannath Temple, Puri
(A CSR Initiative By IREDA)



Secretary MNRE addressing IREDA Employees on New Year's Day 2026



CMD IREDA Receiving CMA Icon Award, 2025



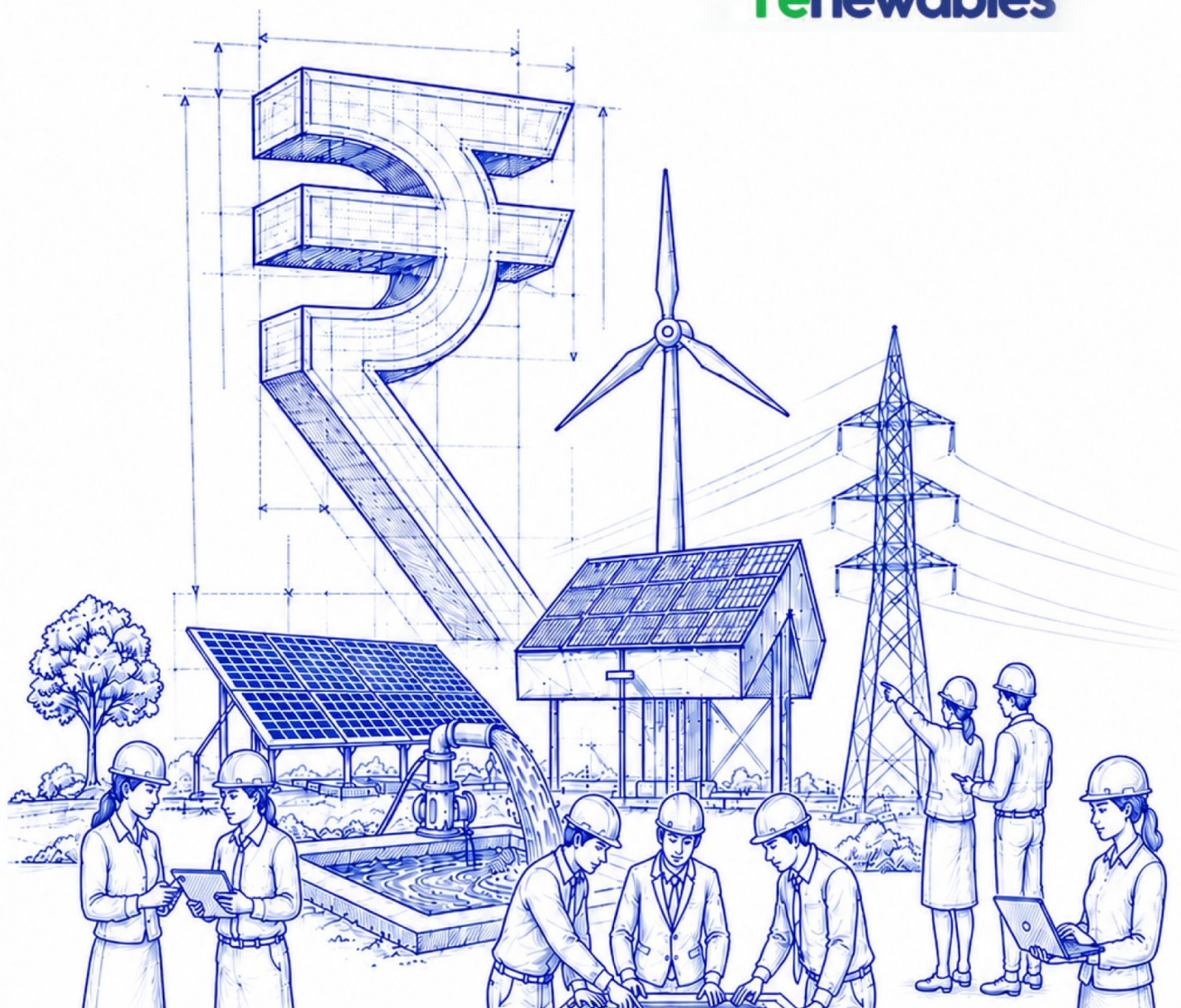
Director (Finance), IREDA Felicitated at The Institute of Cost Accountants of India, 2025



CMD, IREDA & Director (Finance), IREDA along side Sand Art recognizing IREDA's contribution in RE sector by world renowned artist Shri Sudarshan Pattanaik at Puri Beach, Odisha.

Notes

responsible for
renewables



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