Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L65100DL1987GOI027265
2.	Name of the Listed Entity	Indian Renewable Energy Development Agency Limited
3.	Year of incorporation	1987
4.	Registered office address	Core 4A, 1st Floor India Habitat Centre, Lodhi Road, New Delhi, 110003
5.	Corporate address	3rd Floor, August Kranti Bhawan, Bhikaji Cama Place, New Delhi – 110066
6.	E-mail	cmd@ireda.in
7.	Telephone	011-26717400
8.	Website	www.ireda.in
9.	Financial year for which reporting is being done	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	• National Stock Exchange of India Ltd • BSE Limited
11.	Paid-up Capital	INR 28,09,23,12,680

12. Details of the person who may be contacted in case of any queries on the BRSR report.

S. No.	Name	Telephone	Email
01	Bharat Singh Rajput, General Manager (Projects)-ESG	011-24347729	bsrajput@ireda.in

13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on Consolidated basis and cover all operation of IREDA.
14.	Name of assurance provider	M/s Shiv & Associates
15.	Type of assurance obtained	The Company has obtained reasonable assurance for BRSR Core Indicators. The detailed Assurance Report is provided in this Annual Report.

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Financial and Insurance Activities	Other financial service activities, except insurance and pension funding activities	99.68%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Other financial service activities, except insurance and pension funding activities	649999*	99.68%

**The code has been identified and listed with reference to the NIC-2025 classification.*

III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	8	9
International	-	1*	1

**The office of IREDA Global Green Energy Finance IFSC Limited (IGGEFIL), wholly owned subsidiary of IREDA to finance overseas renewable energy projects is located in GIFT City, SEZ, Gandhi Nagar, Gujarat, India.*

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Across 23 states and 4 UTs
International (No. of Countries)	1 (Zambia)

***Note:** The Company's services are accessible on a PAN-India basis and are not geographically restricted. Accordingly, the Company's lending profile for FY 2025-26 is well diversified with presence across 23 states and 4 union territories, reflecting its inclusive approach aligned with financial inclusion objectives.*

b. What is the contribution of exports as a percentage of the total turnover of the entity?	0

c. A brief on types of customers

The Company primarily caters to entities engaged in the renewable energy and energy efficiency sector. It's customers include private sector companies, firms, LLPs, joint sector companies and government owned entities involved in setting up, owning and operating renewable energy projects such as solar, wind, hydro, biomass, waste to energy, ethanol and hybrid projects. The Company supports these customers at different stages of the project lifecycle, from development and construction to post commissioning operations.

The Company also extends financial assistance to public sector and State backed entities, including Central Public Sector Undertakings (CPSUs), State utilities, electricity distribution companies (DISCOMs), transmission companies (TRANSCOs), generation companies (GENCOs) and State corporations. These customers are supported for activities such as renewable power generation, transmission and evacuation infrastructure, smart metering and other grid related initiatives, contributing to the strengthening of the country's clean energy infrastructure.

In addition, the Company serves customers across emerging and allied segments of the renewable energy value chain. This includes manufacturers of renewable energy equipment, energy efficiency solution providers, and entities engaged in newer areas such as battery energy storage systems, e-mobility, green hydrogen and pumped storage projects. The Company offers a range of long term, medium term and short term financial products to meet the varied requirements of these customers, enabling balanced growth across traditional and new age clean energy sectors.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES (Executives)						
1.	Permanent (D)	208	157	75.48%	51	24.52%
2.	Other Than Permanent (E)	0				
3.	Total Employees (D+E)	208	157	75.48%	51	24.52%
WORKERS (Non-Executives)						
4.	Permanent (F)	16	15	94%	1	6%

5.	Other Than Permanent (G)	0				
6.	Total Workers (F+G)	16	15	94%	1	6%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES (Executives)						
1.	Permanent (D)	6	6	100%	0	0%
2.	Other Than Permanent (E)	0				
3.	Total differently abled Employees (D+E)	6	6	100%	0	0%
DIFFERENTLY ABLED WORKERS (Non-Executives)						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other Than Permanent (G)	0				
6.	Total differently abled Workers (F+G)	1	1	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	3*	0	-
Key Management Personnel	4**	1	25%

*Two members of the Board of Directors, namely the Chairman and Managing Director (CMD) and the Director (Finance) & Chief Financial Officer, also hold positions as Key Managerial Personnel (KMP) of the Company. It is important to note that IREDA had female representation on its Board during the reporting period. Smt. Rohini Rawat, Non-Executive Independent Director, was acting as a member of the Board from 09 March 2023 until 05 March 2026.

**During the financial year 2025–26, the Company witnessed changes in its Key Managerial Personnel (KMP) arising from appointments and cessations. Details of these changes are provided in the Board's Report under the Section "Board of Directors and Key Managerial Personnel (KMPs) in this annual report."

This disclosure reflects all individuals who served as KMPs at any time during the financial year. However, for the purpose of reporting as on the end of the financial year, only those individuals who were holding office as of 31 March 2026 are considered as the KMPs of the Company.

Accordingly, the Key Managerial Personnel of the Company as on 31 March 2026 are as follows:

- Shri Pradip Kumar Das – Chairman & Managing Director
- Dr. Bijay Kumar Mohanty – Director (Finance) & Chief Financial Officer
- Smt. Ekta Madan – Company Secretary
- Shri Tusar Kant Parida – Executive Director (Finance & Accounts)

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

	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in current FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.30	0	1.68	2.36	0.59	2.95	1.18	2.37	3.55
Permanent Workers	0	0	0	0	0	0	0	0	0

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	IREDA Global Green Energy Finance IFSC Ltd.	Subsidiary	100%	Yes

VI. CSR Details

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

(ii). Turnover (in ₹): Rs 83,37,48,30,028.20

(iii). Net worth (in ₹): Rs 1,37,81,35,05,150.02

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

<table>
<tr><th rowspan="2">Stakeholder group from whom complaint is received</th><th rowspan="2">Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)</th><th colspan="3">FY 2025-26</th><th colspan="3">FY 2024-25</th></tr>
<tr><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th><th>Number of complaints filed during the year</th><th>Number of complaints pending resolution at close of the year</th><th>Remarks</th></tr>
<tr><td rowspan="2">Communities</td><td>Yes</td><td>9</td><td>0</td><td>Received through CPGRAM and grievance emails</td><td>6</td><td>0</td><td>-</td></tr>
<tr><td colspan="7">https://www.ireda.in/IredaWebPortal/documents/rti/citizens-charter/citizens-charter-ireda.pdf</td></tr>
<tr><td rowspan="2">Investors</td><td></td><td>0</td><td>0</td><td></td><td>2</td><td>0</td><td>-</td></tr>
<tr><td colspan="7">https://www.ireda.in/IredaWebPortal/investors/investor-service-cell;jsessionid=D8D5FD266528A07ECF89A5C41CF70CAD</td></tr>
<tr><td rowspan="2">Shareholders</td><td></td><td>2</td><td>0</td><td>-</td><td>19</td><td>0</td><td>-</td></tr>
<tr><td colspan="7">https://www.ireda.in/IredaWebPortal/investors/investor-service-cell</td></tr>
<tr><td rowspan="2">Employees</td><td></td><td>0</td><td>0</td><td>-</td><td>0</td><td>0</td><td>-</td></tr>
<tr><td colspan="7">https://ireda.operations.dynamics.com/?cmp=irn&mi=HcmEmployeeSelfServiceWorkspace</td></tr>
<tr><td rowspan="2">Customers</td><td></td><td>0</td><td>0</td><td></td><td>0</td><td>0</td><td>-</td></tr>
<tr><td colspan="7">https://www.ireda.in/IredaWebPortal/documents/rti/citizens-charter/citizens-charter-ireda.pdf</td></tr>
<tr><td>Value chain partners</td><td>None</td><td>0</td><td>0</td><td></td><td>-</td><td>-</td><td>-</td></tr>
</table>

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	**Emission Management & Energy Transition**	**Opportunity**	Emission Management & Energy Transition is generally identified as a material risk for businesses due to physical, transition and regulatory impacts. However, for the renewable energy and green finance sector, climate change and the resulting energy transition represent a structural opportunity. Policy commitments toward decarbonisation, increasing demand for clean energy, and growing emphasis on sustainable operations across institutions create long term opportunities for entities operating in renewable energy financing.	Not applicable, as this is identified as an opportunity. The Company leverages this opportunity by financing low carbon projects and supporting 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.	**Positive:** Expansion of green financing opportunities; long term portfolio growth aligned with climate focused policies; enhanced credibility of the renewable energy financing sector; potential cost efficiencies and stability from improved energy sourcing and operational sustainability.
2.	**Operational Eco efficiency**	**Opportunity**	For entities operating in the renewable energy financing and development ecosystem, efficient use of resources such as energy, water and materials, along with responsible waste management, supports environmental objectives that are integral to the sector. As institutions associated with promoting renewable energy and low carbon solutions, adopting eco efficient internal operations reinforces alignment with sustainability principles, reduces environmental impact and enhances institutional credibility in the context of increasing expectations on sustainable and responsible business practices.	Not applicable, as this is identified as an opportunity. The Company has undertaken several initiatives to improve operational eco efficiency, including operating as a zero paper consumption office, segregation of waste into biodegradable and non biodegradable categories. These measures help reduce resource consumption and environmental impact across operations.	Not applicable, as this is identified as an opportunity. **Positive:** Reduced operating costs through efficient use of resources; lower waste handling and disposal costs; improved environmental performance supporting long term sustainability and stakeholder confidence.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	**Talent Management**	**Opportunity**	Talent management is a critical issue for the renewable energy financing and development sector, which requires specialised skills across project finance, risk assessment, emerging clean energy technologies and policy driven lending. As the sector evolves rapidly in response to energy transition priorities, the ability to attract, develop and retain skilled professionals becomes a key driver of institutional performance. Investing in employee capability, career development and inclusive work environments enhances productivity, strengthens decision making, and supports long term competitiveness in a service and trust driven sector.	Not applicable, as this is identified as an opportunity. The Company has 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.	**Positive:** Enhanced employee engagement and productivity; improved organisational performance; stronger talent retention supporting continuity, institutional knowledge and long term business effectiveness.
4.	**Occupational Health & Safety (OHS)**	**Opportunity**	Occupational health and safety is conventionally viewed as a risk area for organisations due to potential health incidents, workplace hazards and associated operational disruptions. However, for the renewable energy financing and development sector, which is predominantly knowledge driven and office based in nature, OHS is increasingly identified as a strategic opportunity rather than a material risk. The sector's performance depends significantly on sustained employee availability, cognitive effectiveness, and long term engagement, rather than exposure to high risk industrial operations.	Not applicable, as this is identified as an opportunity. The Company has 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.	**Positive:** Improved employee well being and productivity; reduced absenteeism and health related disruptions; enhanced employee satisfaction and retention supporting stable and efficient organisational performance.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				These include 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	
5.	**Human Rights**	**Opportunity**	Human rights issues are often identified as compliance and reputational risk areas. However, for the renewable energy financing and development sector, they also represent an important opportunity to strengthen trust, and transparency. The sector operates closely with public policy objectives and diverse stakeholders, making strong human rights and ethics frameworks essential for credibility, long term sustainability and inclusive growth.	Not applicable, as this is identified as an opportunity. However, the Company has established robust frameworks to uphold human rights and ethical conduct, including a Human Rights Policy reflecting commitment to nationally and internationally recognised principles. The policy covers equal opportunity, non discrimination, diversity and inclusion, prevention of harassment, freedom of expression, labour standards relating to wages and working hours, safe and healthy workplace practices, prohibition of child labour and forced labour, right to privacy, anti corruption measures. These measures aim to ensure that human rights considerations are embedded across operations and the value chain.	**Positive:** Enhanced stakeholder trust and institutional credibility; reduced reputational and compliance related exposure; stronger organisational culture supporting sustainable long term performance.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	**Customer Relationship Management**	**Opportunity**	Customer relationship management is a key issue for the renewable energy financing and development sector, where long term relationships, trust and service quality directly influence repeat business, portfolio performance and adoption of green finance solutions. Effective customer engagement and service models support smoother project execution, improve stakeholder satisfaction and reinforce the sector's role in enabling sustainable energy transition.	Not applicable, as this is identified as an opportunity. However, the Company has 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. In addition, detailed information on financing schemes, eligibility criteria, process flows, interest rate matrices, application formats, FAQs and contact details of designated officers is made publicly available through well defined digital channels to ensure transparency and informed decision making.	**Positive:** Improved customer trust and satisfaction; higher repeat engagement and effective adoption of green financing products; operational efficiencies through digitised and transparent service delivery models supporting long-term business growth.
7.	**Community Engagement and Development**	**Opportunity**	Community engagement and development is crucial, as project viability and long term sustainability are closely linked to local acceptance and societal goodwill. Renewable energy projects often interface directly with local communities, making social licence to operate an important success factor. Proactive community development initiatives support inclusive growth, strengthen stakeholder relationships, and reinforce the sector's role in delivering social as well as environmental value aligned with national development priorities.	Not applicable, as this is identified as an opportunity. However, the Company undertakes community development initiatives primarily through its 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. These initiatives aim to contribute positively to communities and support inclusive and sustainable development outcomes.	**Positive:** Strengthened community relationships and social goodwill; improved long term project sustainability; enhanced institutional reputation supporting stable and responsible business growth.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	**Sustainable Supply Chain Management**	**Opportunity**	Sustainable supply chain management is a growing priority for the renewable energy financing and development sector, given the increasing focus on responsible sourcing, ethical business practices, and environmental and social governance across the project value chain. In this sector, sustainable supply chain management is relevant primarily from a responsible procurement and governance perspective rather than raw material dependency, as institutions are not directly engaged in manufacturing or construction activities. While supply chain considerations are often viewed as risk driven, for the renewable energy financing and development sector they represent an opportunity to promote transparency, compliance and sustainability among project developers, vendors and service providers. Institutions in this sector rely on external vendors for administrative, information technology, facility management, consultancy and other operational services, making ethical and transparent procurement practices important for supporting responsible operations and reinforcing stakeholder trust.	Not applicable, as this is identified as an opportunity. The Company follows structured procurement processes and encourages participation of Micro and Small Enterprises (MSEs) in its 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.	**Positive:** Strengthened reliability and continuity of operational support services through a stable and compliant vendor base; improved cost efficiency and service quality over the long term; support to MSE participation contributing to inclusive growth while maintaining predictable operating expenditures.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	**Corporate Governance and Ethics**	**Opportunity**	Strong corporate governance is fundamental to the renewable energy financing and development sector, where long term capital deployment, regulatory oversight and public confidence are critical to institutional credibility. Investor confidence and public trust in this sector depend on ethical conduct, transparency, accountability and robust oversight mechanisms. Effective governance frameworks support responsible decision making, enhance confidence among investors and stakeholders, and reinforce the integrity of institutions entrusted with financing national clean energy priorities.	Not applicable, as this is identified as an opportunity. The Company has 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. Governance implementation is further strengthened through regular internal audits and periodic external audits, ensuring independent assessment of compliance, controls and governance processes. Strict process monitoring and oversight mechanisms are in place across key functions to ensure adherence to regulatory requirements, internal policies and approval frameworks.	**Positive:** Enhanced investor confidence and access to capital; strengthened public trust; reduced governance related uncertainty supporting stable long term financial performance and institutional sustainability.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	**Risk Management**	**Risk**	Risk management is a critical issue for the renewable energy financing and development sector due to long term capital exposure, project based lending, evolving regulatory requirements, and dependence on market, liquidity and credit conditions. The sector is exposed to multiple risk types including credit risk, market risk, liquidity risk, operational risk and emerging risks such as cyber and information security. Effective identification and management of these risks is essential to safeguard financial stability, capital adequacy and sustained ability to support the energy transition.	The Company has 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. Risk oversight is exercised by the Board of Directors, supported by an independent Risk Management function headed by the Chief Risk Officer (CRO), which reports directly to the Chairman and Managing Director. The Company follows a structured Internal Capital Adequacy Assessment Process (ICAAP) to identify, assess and manage risks that could impact business performance, financial position or capital adequacy.	**Negative if unmanaged:** Weak risk management can lead to deterioration in asset quality due to project delays, cost overruns or cash flow mismatches at the borrower level. This may result in higher non performing assets (NPAs), increased provisioning requirements, pressure on profitability, liquidity stress and potential impact on capital adequacy ratios. Exposure to market, interest rate, foreign currency, operational or cyber risks, if not effectively controlled, can also lead to financial losses, regulatory penalties and erosion of investor confidence.
11.	**Responsible Lending**	**Risk**	Responsible lending is a material issue for the renewable energy financing and development sector, where long term project finance can have significant environmental and social implications.	The Company has implemented a comprehensive Environmental and Social Management System (ESMS) as part of its responsible lending approach.	**Negative if unmanaged:** Potential financial impact from project delays, regulatory non compliance, community opposition or reputational concerns affecting asset performance and recoverability.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Inadequate consideration of environmental and social risks at the lending stage can affect project viability, lead to regulatory, reputational or community related challenges, and ultimately impact financial performance. As institutions in this sector finance infrastructure projects with long asset lives, integrating environmental and social considerations into credit appraisal and monitoring is critical to ensure sustainable outcomes and safeguard stakeholder interests.	The ESMS framework integrates environmental and social impact assessment into the project appraisal, approval and monitoring processes, in line with applicable laws, regulations and internal guidelines. It enables identification, evaluation and management of potential environmental and social risks associated with financed projects, supporting informed lending decisions and ongoing monitoring throughout the project lifecycle.	
12.	**Sustainable Finance**	**Opportunity**	Sustainable finance is the defining pillar of the renewable energy financing and development sector. The sector's primary role is to mobilise long term capital towards projects that enable clean energy generation, energy efficiency and low carbon infrastructure. Institutions operating in this space directly support national priorities on climate action, energy security and sustainable growth by channelising funds to renewable energy developers, public sector utilities and private sector participants across technologies such as solar, wind, hydro, bio energy, transmission infrastructure and emerging clean energy solutions.	Not applicable, as this is identified as an opportunity. However, the Company advances sustainable finance through its core lending operations, by providing financial assistance to a diversified portfolio of renewable energy and energy efficiency projects across India. The Company's financing supports developers, public sector undertakings, State utilities and private entities involved in clean energy generation, grid integration and emerging technologies.	**Positive:** Strong and sustained growth opportunities driven by increasing renewable energy deployment; stable and long tenor cash flows from projects supported by policy frameworks; enhanced portfolio relevance aligned with national climate and energy goals; reinforced institutional role as a key catalyst in India's clean energy ecosystem, supporting long term financial sustainability.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			As demand for green energy continues to scale, sustainable finance represents a long term structural opportunity, positioning the sector as a critical enabler of India's energy transition and inclusive economic development.	Lending and appraisal processes are designed to balance environmental outcomes with financial prudence, supporting projects that contribute to long term sustainability while maintaining asset quality and portfolio resilience.	
13.	**Data Privacy and Cyber Security**	**Risk**	Data privacy and cyber security are critical risk areas, given the increasing digitalisation of lending, customer engagement, grievance handling and regulatory reporting processes. Institutions in this sector manage sensitive financial, operational and personal data related to borrowers, employees, investors and other stakeholders. Any compromise to data confidentiality, integrity or availability can disrupt operations, affect regulatory compliance and undermine stakeholder trust. As reliance on digital platforms and IT systems continues to grow, effective cyber risk management is essential to ensure business continuity and safeguard information assets.	The Company has established a comprehensive Information Security Management System (ISMS) to address cyber security and data privacy risks across the organisation. The ISMS framework applies to all stakeholders, including customers, employees, shareholders, business partners and external interfaces, and is designed to ensure confidentiality, integrity and availability of information assets. The Information Security Policy provides a structured approach to identify, assess and control information security risks, covering access management, data protection, incident response, system resilience and compliance with applicable data protection laws.	**Negative:** Inadequate controls over data privacy and cyber security can result in financial losses arising from system outages, unauthorised access to sensitive borrower, investor or employee data, and disruption of critical lending and servicing operations.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14.	**Digital Transformation & Innovation**	**Opportunity**	Digital transformation is a key enabler for the renewable energy financing and development sector, where institutions manage large volumes of project based lending, long tenor assets and geographically dispersed borrowers. Adoption of digital lending, monitoring and reporting platforms improves efficiency, transparency and responsiveness across the credit lifecycle. As the sector scales to support expanding renewable energy deployment, digital tools enable better tracking of project progress, faster service delivery and improved data driven decision making, thereby strengthening the sector's capacity to support sustainable growth.	Not applicable, as this is identified as an opportunity. However, the Company leverages digital platforms to enhance lending, monitoring and customer engagement processes, including digital processing of applications, monitoring of financed projects and improved service delivery mechanisms.	**Positive:** Improved operational efficiency and reduced processing timelines; enhanced monitoring of loan portfolios and project progress; lower operational costs over the long term; improved customer experience supporting continued adoption of green finance solutions and scalable business growth.
15.	**Regulatory and Legal Compliance**	**Risk**	Regulatory and legal compliance is a critical issue for the renewable energy financing and development sector, which operates under multiple regulatory frameworks governing lending, prudential norms, disclosures, public sector governance, and evolving energy and climate related policies. Given the sector's close alignment with public policy objectives and long term capital deployment, non compliance can adversely impact operations, financial stability and stakeholder trust.	The Company follows 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.	**Negative if unmanaged:** Exposure to penalties, litigation costs, operational restrictions and reputational damage, potentially impacting investor confidence.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements:

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Refer to table A								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes/ certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	-	ISO 9001: 2015	-	-	-	-	-	-	ISO 27001: 2022 ISO 9001: 2015
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	• Strengthen a culture of diversity, equity, and inclusion (DEI) by ensuring equal opportunity, non discrimination, and respect for all employees. • Promote continuous learning and capability development through structured training, wellness, and engagement initiatives on sustainability and ESG. • IREDA will undertake physical health check-up of at least 70% employees								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	• IREDA have a DEI Policy in place. No complaints received against workplace discrimination in FY 2026 • 100% employees covered with ESG training in FY 2026 • IREDA undertook physical health check-up of more than 70% employees (approx.73%) in FY 2026								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Governance, leadership, and oversight									
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	IREDA endeavours to be a catalyst for India's renewable energy transformation, empowering communities, supporting climate action, and contributing to a sustainable and resilient future for all stakeholders. We are pioneers in financing and promoting self-sustaining investments in energy generation from renewable sources, energy efficiency, and environmental technologies for sustainable development. As India advances towards ambitious climate and energy transition goals, IREDA operates in an evolving landscape marked by rapid technological change, regulatory developments, and growing stakeholder expectations. Key ESG-related challenges include ensuring responsible lending practices across a diverse borrower base and maintaining strong governance standards in a dynamic environment. IREDA made consistent progress in advancing renewable and low-carbon financing, reinforcing Board-level oversight of ESG matters, and improving sustainability-related disclosures in line with regulatory requirements. Capacity-building initiatives and stakeholder consultations further supported the effective implementation of environmental and social safeguards. Going forward, we remain committed to deepening ESG integration, strengthening risk management frameworks, and supporting India's climate and sustainability goals while creating long-term value for stakeholders.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes Director (Finance) Contact: 011-24347729 Email: df@ireda.in								

Table A

Principle 1	Code of Business Conduct & Ethics	https://www.ireda.in/policy/code-of-conduct
	Anti Bribery and Anti-Corruption (Abac) Policy	https://www.ireda.in/policy/abac
	Internal Guideline on Corporate Governance	https://www.ireda.in/policy/corp-governance
Principle 2	Financing Norms and Schemes	https://www.ireda.in/IredaWebPortal/loan-products/schemes
Principle 3	ESMS Policy	https://www.ireda.in/IredaWebPortal/esms
	ESG Policy	https://www.ireda.in/policy/esg
Principle 4	ESMS Policy	https://www.ireda.in/IredaWebPortal/esms
	Code of Business Conduct & Ethics	https://www.ireda.in/policy/code-of-conduct

Principle 5	Human Rights Policy	https://www.ireda.in/policy/human-rights
	Policy on Vigil Mechanism/Whistle Blower Policy	https://www.ireda.in/policy/whistle-blower
	Diversity, Equity & Inclusion (DE&I) Policy	https://www.ireda.in/policy/dei
Principle 6	ESG Policy	https://www.ireda.in/policy/esg
Principle 7	Internal Guideline on Corporate Governance	https://www.ireda.in/policy/corp-governance
Principle 8	CSR Policy	https://www.ireda.in/policy/csr
	Citizen Charter of IREDA	https://www.ireda.in/IredaWebPortal/documents/rti/citizens-charter/citizens-charter-ireda.pdf
Principle 9	UPSI Policy	https://www.ireda.in/policy/insider-code-fair-disclosure

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board/ BoD									As required, on a periodic basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board/ BoD									As required, on a periodic basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

    No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	5	• Workshop on Information & Cyber Security • Masterclass/Board sensitization on Risk Related Aspects • Session on Renewable Energy Solar Sector • Session on Fraud Awareness • Session on ESG Insights and Key Developments	100%
Key Managerial Personnel	7	• Workshop on Information and Cyber Security: Digital Personal Data Protection (DPDP) Act • One-day workshop on KYC/ AML practices and regulatory expectations for NBFCs • Lecture Series on Swacchotsav as part of Swacchta Hi Seva Campaign • Training on Fraud Awareness • IRM's Risk in Boardroom Masterclass • Management Lessons from Mahabharat & Bhagwat Gita for 21st Century Leadership • Session on ESG Insights and Key Developments	100%
Employees other than BoD and KMPs	32	• Training programme on "Procurement and Vigilance: Building a Culture of Compliance & Excellence" • Workshop titled "Unlocking the Power of Hydrokinetic Energy: Riding the Current" • National Certificate Course Program 2025 on 'ESG, BRSR and Sustainability Reporting' • Conference on "Transparency, Vigilance and Ethics in Public Procurement Towards a Brighter Future" • "योग से तनाव प्रबंधन" पर कार्यशाला • Masterclass on Battery Manufacturing • Masterclass on Compressed Bio-Gas (CBG) • Masterclass on Battery Energy Storage Systems (BESS)	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
		• Workshop on Information and Cyber Security: Digital Personal Data Protection (DPDP) Act • Workshop on "Role of CSR in Vidyanjali" • IRM's Risk in Boardroom Masterclass • Seminar on "India's Biofuel Journey" • Two Day International Conference on Sustainability Education (ICSE) • Lecture Series on Swacchotsav as part of Swacchta Hi Seva Campaign • 5th International Conference on Recent Advances in Bio-Energy Research (ICRABR 2025) • International conference on "The Science of Yoga for Tomorrow - Ancient Wisdom Meets Modern Science" • Masterclass on 'Green Hydrogen and its Derivatives' • International Conference on Green Hydrogen (ICGH-2025) • Training Programme on "Vigilance Administration" • Programme on Pump Storage Plant (PSP) - Concepts and Policy Framework • Workshop on Prevention of Sexual Harassment of Women at Workplace (POSH) Act • Course on Work Ethics: By Indian Railway Institute of Transport Management (IRITM) • Course on Moral thinking for action: An introduction to values and ethics: By IIT Kanpur • Course on Conduct Rules: By Institute of Secretariat Training and Management	

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% Age of persons in respective category covered by the awareness programmes
		• Course on Rules and Procedure of Central Public Sector Enterprises: By National Academy of Defence Production (NADP) Nagpur • Course on Cyber Vigilance: What Every Digital Citizen Must Know, By National E-Governance Division (NEGD) MeitY Govt of India • Masterclass on Solar Cell Manufacturing • Training on POSH Compliance and Awareness (Batch I & II) • Training on Fraud Awareness • Training on POSH Compliance and Awareness Batch III • Management Lessons from Mahabharat & Bhagwat Gita for 21st Century Leadership • International Program - cum - Field Visit on Project Management (Domestic)	
Workers	5	• Training on POSH Compliance and Awareness • Training on Fraud Awareness • TB Awareness • Lecture Series on Swacchotsav as part of Swacchta Hi Seva Campaign • Management Lessons from Mahabharat & Bhagwat Gita for 21st Century Leadership	100%

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

Monetary													
	NGRBC Principle									Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	P1	P2	P3	P4	P5	P6	P7	P8	P9				
Compounding fee	0	0	0	0	0	0	0	0	0	NA	0	NA	No
Settlement	0	0	0	0	0	0	0	0	0	NA	0	NA	No
Penalty/Fine	0	0	0	0	0	0	0	0	0	NA	0	NA	No

Non Monetary													
	NGRBC Principle									Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	P1	P2	P3	P4	P5	P6	P7	P8	P9				
Imprisonment	0	0	0	0	0	0	0	0	0	NA	NA	No	No
Punishment	0	0	0	0	0	0	0	0	0	NA	NA	No	No

3. Of the instances disclosed in Question 2 above, details of Appeal/Revision preferred in case where monetary non-monetary actions has been appealed

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable	

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

Policy available (Yes / No): Yes

Web Link: https://www.ireda.in/policy/abac

Details: IREDA has established a robust governance framework to prevent corruption, bribery, and financial misconduct, anchored by a formally approved **Anti Corruption and Anti Bribery Policy**. The policy is aligned with the prevailing legal and regulatory requirements in India, including the **Prevention of Corruption Act, 1988, the Bharatiya Nyaya Sanhita, 2023, and the Prevention of Money Laundering Act, 2002**.

Under this framework, the organisation follows a **zero tolerance approach** towards bribery, corruption, and money laundering across both public and private engagements. The policy has broad applicability, covering members of the Board, employees, trainees, as well as external stakeholders such as vendors, consultants, suppliers, and other third party partners. It also provides clear guidance on managing high risk areas, including gifts and hospitality, facilitation payments, recruitment related conflicts, sponsorships, and political or charitable contributions.

Governance and oversight are reinforced through the appointment of a **Chief Vigilance Officer (CVO)** by the Government of India, who functions as the designated Nodal and Compliance Officer. Monitoring of compliance is supported by strong internal controls, periodic audits, and continuous oversight mechanisms designed to prevent and detect potential violations. Any non compliance with the policy is subject to appropriate disciplinary, administrative, civil, or criminal proceedings, in line with applicable laws.

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

Designation	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Numbers of Complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. Provides details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on case of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/service procured) in the following format:

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Number of days of accounts payables	20	45

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates*

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2026 Current	FY 2025 Previous
Concentration of Purchases	a. Purchase from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (purchases with related parties / Total Purchases)	3.54%	3.09%
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	3.82%	2.31%
	d. Investments (Investments in related parties/Total Investments made)	0.00	4.15%

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s. Shiv & Associates.*

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Stakeholder Awareness Session on BRSR/ESG	100%*

**The awareness session was conducted through Video Conferencing, extended and accessible to all.*

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of Board? If Yes, provide details of the same

Yes

IREDA has put in place well defined governance mechanisms to identify, disclose, and manage potential or actual conflicts of interest at the Board level. These processes are embedded within the organisation's Code of Business Conduct and Ethics, which sets clear expectations for ethical behaviour and transparency.

In accordance with the provisions of the Companies Act, 2013, all Board Members and senior officials are required to formally disclose related party transactions and any potential conflicts of interest to the Board in the prescribed manner. In addition, they are mandated to submit an annual declaration of compliance with the Code of Business Conduct and Ethics within 30 days of the close of each financial year.

Any matters relating to non compliance or potential conflicts are reviewed at the Board level, and appropriate actions are taken in line with IREDA's internal governance and disciplinary framework. These measures collectively ensure that conflicts of interest are addressed in a transparent, structured, and timely manner, thereby reinforcing strong ethical standards and sound corporate governance practices across the organisation.

The Code of Business Conduct and Ethics is available at: https://www.ireda.in/policy/code-of-conduct

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	NIL	NIL	NA

2. **Does the entity have procedures in place for sustainable sourcing? (Yes/No) If yes, what percentage of inputs were sourced sustainably?**

No, Considering the Company's business activities, this question has limited relevance. As an NBFC, the Company's resource consumption is primarily limited to office-related needs such as office supplies, communication tools, and IT equipment. All such procurement is carried out through the Government e-Marketplace (GeM) platform, with a strong emphasis on sourcing from Micro, Small, and Medium Enterprises (MSMEs) and giving preference to 'Make in India' products, in accordance with Government of India guidelines. The procurement of goods and services strictly follows the procedures outlined in the Company's Procurement Guidelines..

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life**

	Process Description
(a) Plastics (including packaging)	Not applicable, as NBFC, IREDA does not manufacture, use or place packaging materials into the market that would require end of life reclamation process.
(b) E-waste	
(c) Hazardous waste	
(d) other waste	

4 **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not applicable, as an NBFC, IREDA does not engage in manufacturing or production activities that trigger EPR obligations under applicable regulations.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
NA					

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Not applicable. As an NBFC, IREDA does not engage in manufacturing or production activities that trigger EPR obligations under applicable regulations.		

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

Not applicable. As an NBFC, IREDA does not manufacture or sell physical products or use packaging materials that require end-of-life reclamation, use, recycling or disposal.

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	NA			NA		
E-waste						
Hazardous						
Waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable, as a NBFC, IREDA does not manufacture or sell physical products or use packaging materials that require end-of-life reclamation.	

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. **a. Details of measures for the well-being of employees:**

Category	% OF EMPLOYEES COVERED BY										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES (Executives)											
Male	157	157	100%	157	100%	0	0%	157	100%	0	0%
Female	51	51	100%	51	100%	51	100%	0	0%	0	0%
Total	208	208	100%	208	100%	51	24.52%	157	75.48%	0	0%
OTHER THAN PERMANENT EMPLOYEES											
Male	NA										
Female											
Total											

b. Details of measures for the well-being of workers:

Category	% OF EMPLOYEES COVERED BY										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS (Non-Executives)											
Male	15	15	100%	15	100%	0	0	15	100%	0	0
Female	1	1	100%	1	100%	1	100%	0	0	0	0
Total	16	16	100%	16	100%	1	6.25%	15	93.75%	0	0
OTHER THAN PERMANENT WORKERS											
Male	NA										
Female											
Total											

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.06	0.06

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv and Associates.*

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

Benefits	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA
Gratuity	100%	100%	No	100%	100%	No*
NPS	100%	100%	Yes	100%	100%	Yes
Others- Benevolent Fund, EL/HPL, PRMS, etc.	100%	100%	Yes	100%	100%	No

**Gratuity is not Deducted and neither deposited with the any authority and is paid on as applicable basis.*

Accessibility of workplaces

3. Are the premises / offices of the entity accessible to differently abled employees and workers? (Yes/No) If not, whether any steps are being taken by the entity in this regard

Entity accessible to differently abled employees and workers(Yes / No)	Yes
Any steps are being taken	IREDA has taken appropriate measures to ensure physical and digital accessibility for persons with disabilities. The Company's office premises are designed to be accessible to differently abled visitors and are equipped with essential infrastructure such as ramps, elevators, and wheelchair accessible restrooms, facilitating safe and inclusive access. In addition to physical accessibility, IREDA has also prioritised digital inclusion.

	The corporate website is compliant with the World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.0, Level AA, ensuring usability for individuals with visual impairments. The website supports the use of assistive technologies, including screen readers, and is compatible with commonly used software such as JAWS, NVDA, SAFA, Supernova, and Window Eyes.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 (Yes / No). If so, provide a web-link to the policy.

Entity has an equal opportunity policy:	Yes, IREDA has formalised its commitment to workplace inclusion through the adoption of a Diversity, Equity and Inclusion (DEI) Policy. The policy reflects the organisation's objective of fostering a respectful, inclusive, and equitable work environment where all individuals are provided equal opportunities for learning, development, and sustainable growth. The Company follows a strong non discrimination and zero tolerance approach towards any form of discrimination or harassment. Equal opportunity is ensured irrespective of race, sex, nationality, ethnicity, origin, language, religion, age, disability, sexual orientation, gender identity and expression (including transgender identity), marital status, political opinion, or medical conditions, including HIV. These principles are embedded into IREDA's people management practices to promote fairness, dignity, and mutual respect at the workplace. Through this policy framework, IREDA seeks to strengthen an organisational culture that values diversity, encourages inclusion, and supports long term employee wellbeing and participation.
Web-Link	https://www.ireda.in/policy/dei

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

	Permanent employees (Executives)		Permanent workers (Non-Executives)	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	**100%**	**100%**	**NA**	**NA**

**None of the workers availed paternity benefits in this and previous fiscal year their Return to work and Retention rate is marked NA.*

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers (Non-Executives)	Yes, The Company has a comprehensive online grievance redressal mechanism in place. The mechanism is accessible to employees through the Company's intranet platform, ensuring ease of access and transparency. A designated Grievance Redressal Committee convenes periodically to review grievances raised by employees. All grievances are examined and addressed in a timely manner through clearly defined procedures, ensuring fair, structured, and efficient resolution.

Other than Permanent Workers	Not Applicable
Permanent Employees (Executives)	Yes, The Company has a comprehensive online grievance redressal mechanism in place. The mechanism is accessible to employees through the Company's intranet platform, ensuring ease of access and transparency. A designated Grievance Redressal Committee convenes periodically to review grievances raised by employees. All grievances are examined and addressed in a timely manner through clearly defined procedures, ensuring fair, structured, and efficient resolution.
Other than Permanent Employees	Not Applicable

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D /C)
Total Permanent Employees (Executives)	208	0	0	150	0	0
Male	157	0	0	104	0	0
Female	51	0	0	46	0	0
Total Permanent Workers (Non-Executives)	16	0	0	16	0	0
Male	15	0	0	15	0	0
Female	1	0	0	1	0	0

8. **Details of training given to employees and workers:**

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES (Executives)										
Male	157	150	96%	154	98.09%	104	21	20.19%	80	76.92%
Female	51	45	88%	48	94.12%	46	11	23.19%	26	56.52%
Total	208	195	93.75%	202	97.12%	150	32	21.33%	106	70.66%
WORKERS (Non-Executives)										
Male	15	15	100%	15	100%	15	0	0	0	0
Female	1	1	100%	1	100%	1	0	0	0	0
Total	16	16	100%	16	100%	16	0	0	0	0

The Company has strengthened its focus on trainings & capacity building through enhanced coverage across health & safety and skill development, reflecting a more structured and inclusive approach to learning.

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES (Executives)						
Male	157	157	100.00%	104	104	100.00%
Female	51	51	100.00%	46	46	100.00%
Total	208	208	100.00%	150	150	100.00%
WORKERS (Non-Executives)						
Male	15	15	100%	15	15	100%
Female	1	1	100%	1	1	100%
Total	16	16	100%	16	16	100%

10 a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system

No, in line with the nature of its operations, IREDA has not instituted a standalone, formal Occupational Health and Safety Management System (OHSMS) for its internal workforce, as the Company's core activities are predominantly office based and do not involve industrial or manufacturing operations. Nevertheless, employee health, safety, and well being remain integral to IREDA's institutional values, as articulated in its ESG Policy, which emphasises the provision of safe, secure, and hazard free workplace environments.

With respect to asset ownership, IREDA owns a 50 MW solar power plant, the operations and maintenance of which are fully outsourced to an external contractor. Responsibility for implementing and maintaining occupational health and safety measures at the plant rests with the contractor, in accordance with applicable statutory requirements and recognised standards. The solar power plant is operated in alignment with ISO 45001:2018 (Occupational Health and Safety Management System) requirements.

IREDA ensures adherence to these safety standards through regular oversight, monitoring mechanisms, and periodic performance evaluations of the contractor.

This approach enables the Company to uphold strong health and safety practices across outsourced operations, while remaining consistent with the commitments outlined under its ESG Policy related to employee safety, occupational health, and overall well being.

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

The Company's core operations are predominantly office based and therefore considered low risk in terms of occupational health and safety hazards. Accordingly, work related hazards are generally limited to routine workplace risks such as ergonomics, electrical safety, housekeeping, and emergency preparedness.

To identify and assess these risks on a routine basis, the Company follows standard workplace safety practices, including:

- Periodic inspections of office premises to identify potential safety hazards
- Ergonomic assessments of workstations and common areas
- Adherence to applicable workplace safety standards and building regulations, aligned with the ownership structure of the office space (whether managed by the company or an external entity).
- Reviews of fire safety systems, emergency exits, and evacuation procedures, in coordination with the respective building owner (company-operated or external provider).

Conducting regular reviews of fire safety systems, emergency exits, and evacuation procedures, in coordination with the respective building owner (company-operated or external provider).

For non routine situations—such as office renovations, maintenance activities, or emergency scenarios—the Company evaluates potential risks in advance and ensures that appropriate preventive and mitigation measures are implemented. These activities are typically managed through coordination with facility management teams and service providers, with adherence to applicable safety requirements.

Overall, this approach enables the Company to maintain a safe and hazard free office environment, consistent with the low risk nature of its operations and its broader commitment to employee health, safety, and well being.

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

Yes, workers are actively encouraged to report any safety concerns, hazards, incidents, near miss events, or unsafe acts/conditions to their Reporting Officer, Departmental Head, HR Department, Administration Department, or through the grievance redressal mechanism, ensuring a safe and responsive work environment.

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

The Company provides a range of comprehensive non occupational medical and healthcare facilities aimed at promoting the overall health and well being of its employees. As part of its on site healthcare infrastructure, an in house medical doctor is available on a daily basis, supported by periodic health check ups, free medical camps, and preventive wellness initiatives.

To encourage holistic well being, the Company also offers access to Ayurveda therapies, yoga and meditation sessions, and a fully equipped fitness centre. Medical support is further strengthened through the engagement of part time visiting consultants across multiple disciplines, including Allopathic, Homeopathic, Ayurveda/Naturopathy, and Yoga, ensuring employees have access to diverse healthcare options.

In the event of hospitalization, employees and their dependent family members are entitled to cashless treatment at empanelled hospitals, while expenses incurred at non empanelled hospitals are reimbursed in accordance with Company guidelines. Extending its commitment beyond active employment, the Company also operates a post retirement medical scheme, under which retired employees can avail inpatient care at empanelled hospitals and claim reimbursement for treatment received at non empanelled facilities.

These initiatives collectively reflect the Company's sustained focus on employee health, preventive care, and long term well being.

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

Safety Incident/Number	Category	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

***Note:** The reasonable assurance of the above BRSR Core Metric was carried out by M/s. Shiv & Associates.*

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

The Company places strong emphasis on a safe, healthy, and enabling workplace environment through a combination of preventive healthcare, wellness initiatives, and safety measures. A comprehensive employee well being framework is implemented, supported by in house medical facilities with daily doctor availability, periodic health check ups, free medical camps, and access to Ayurveda based therapies.

Medical support is further strengthened through the engagement of part time visiting consultants across multiple healthcare disciplines, including Allopathy, Homeopathy, Ayurveda/Naturopathy, and Yoga. To promote physical and mental well being, employees have access to a fully equipped fitness centres, along with daily yoga and meditation sessions.

From a workplace safety perspective, the premises are equipped with adequate fire safety systems, including fire extinguishers, and air purifiers are installed to help maintain indoor air quality. For hospitalization requirements, the Company has arrangements with empanelled hospitals, enabling employees and their dependent family members to avail cashless treatment, while expenses incurred at non empanelled hospitals are reimbursed as per established guidelines.

Extending healthcare support beyond active service, the Company also operates a post retirement medical scheme, under which retired employees can access inpatient treatment at empanelled hospitals, with reimbursement provisions for treatment from non empanelled facilities.

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

	FY 2026 (Current Financial Year)			FY 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	0	0	0	0
Health and safety	0	0	0	0	0	0

14. **Assessments for the year:**

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

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

The organization has achieved 100% assessment coverage across all plants and offices, with Health and Safety Practices and Working Conditions comprehensively reviewed through internal (entity-led) assessments. This strong compliance is further supported by proactive measures such as the installation of an adequate number of air purifiers to maintain optimal indoor air quality, and the strategic placement of fire extinguishers across the Corporate Office and Business Centre to effectively handle any potential fire-related incidents.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

(A) Employees	Yes
(B) Workers	Yes

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

The Company has appropriate monitoring and compliance mechanisms to ensure that statutory dues applicable to value chain partners (contractors, service providers etc.) are duly deducted and deposited with the respective statutory authorities. Such measures include incorporation of statutory compliance clauses in agreements/work orders, obtaining periodic declarations and documentary evidence relating to deposit of statutory dues and scrutiny of invoices prior to release of payments. Further, payments to value chain partners are processed subject to compliance with applicable statutory requirements, and necessary deductions are made by the Company, wherever mandated under law.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 26 Current Financial Year	FY 25 Previous Financial Year	FY 26 Current Financial Year	FY 25 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company operates as a Central Public Sector Enterprise (CPSE) and follows the employment, retirement, and separation norms prescribed by the Department of Public Enterprises (DPE). Accordingly, matters relating to retirement or termination of employment are governed by established government guidelines, ensuring consistency, fairness, and transparency in employment practices.

In line with its commitment to employee welfare beyond active service, the Company extends post retirement medical benefits and other welfare measures to its retired employees. These provisions reflect the Company's focus on long term well being and social security for its workforce, even after retirement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company has identified its key stakeholders through a structured stakeholder mapping process, drawing primarily on inputs from senior management across various functions.

Internal stakeholders:

- Employees
- Management

External stakeholders

- Equity shareholders
- Bondholders
- Lenders
- Customers across both public and private sectors,
- Government authorities
- Regulatory bodies such as the Reserve Bank of India, Securities and Exchange Board of India, Ministry of Corporate Affairs, Stock Exchanges, and State Governments.

The Company engages with its stakeholders through regular physical and virtual interactions, facilitating direct dialogue with senior leadership to ensure transparent, timely, and proactive resolution of stakeholder concerns.

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

Stakeholder Group	Whether identified as Vulnerable &Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, Intranet, Meetings, Training, Wellness sessions, Suggestion boxes	Routine	Business updates, ESG aspects, health, safety, grievance redressal, employee development.

Stakeholder Group	Whether identified as Vulnerable &Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government Bodies (MNRE, etc.)	No	Email, Phone calls, Meetings, Online portal, MOUs, Filings	Need-based	Compliance, Policy alignment, MOUs, Regulatory clarifications
Regulatory Authorities (SEBI, RBI, etc.)	No	Regulatory filings, Reports, Emails, Phone calls, Meetings, Online Portal	Annual, Quarterly, Need-based	Compliance with regulations, inspections, inquiries, regulatory updates
Investors and Shareholders	No	Email, SMS, Website, Annual Reports, Presentations, Letters, Newspapers	Need-based	Financial updates, strategic discussions, grievance redressal, feedback and suggestions
Customers	No	Email, SMS, Website, Letters, Telephone, Customer meets, Feedback channels	Quarterly, Need-based	Understand financing service quality, grievance resolution, funding clarity
Vendors	No	Email, SMS, GeM Portal, CPP Portal, Letters, Telephone	Need-based	Procurement, compliance with policies, dispute resolution
Local Communities	Yes	CSR initiatives, Surveys, Field Visits, Personal Interactions, Community meetings	Need-based	Socio-economic development, community feedback, CSR project monitoring
Industry Associations (CII, IBA, etc.)	No	Seminars, Conferences, Meetings	Need-based	Sharing best practices, renewable energy sector promotion

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   Customer meets are typically conducted on a quarterly basis with the company's senior management, including functional directors who are also members of the Board. During these meetings, customers share their suggestions on economic, environmental, and social matters. These inputs are reviewed, and where considered appropriate, are addressed and escalated to the Board for approval.

   Additionally, during the Annual General Meeting (AGM), shareholders provide their suggestions and feedback on various aspects of the company's operations. These inputs are evaluated, and those deemed relevant are addressed and, where necessary, presented to the Board appropriately.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes, Stakeholder consultation plays a key role in identifying and managing environmental and social issues. Our Environmental and Social Management System (ESMS) Policy has been finalized by incorporating inputs from various Multilateral Development Banks (MDBs). In addition, a comprehensive workshop was conducted to familiarize borrowers with the framework, processes, and implementation of the ESMS Policy.

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

   Our CSR projects are examined and sanctioned based on Need Assessment/recommendation including, project at specified locations from respective District Administration/government authorities and hence redressal of grievances from local communities if any are taken care by respective district authorities.

PRINCIPLE 5: Businesses should respect and promote human rights.

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

	FY 26 Current Financial Year			FY 25 Previous Financial Year		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees/ Workers covered (D)	% (D/C)
EMPLOYEES (Executives)						
Permanent	208	200	96.15%	150	13	8.67%
Other than permanent	0	0	0	0	0	0
Total Employees	**208**	**200**	**96.15%**	**150**	**13**	**8.67%**
WORKERS (Non-Executives)						
Permanent						
(Non-Executives)	16	16	100%	16	0	0
Other than permanent	0	0	0	0	0	0
Total Workers	**16**	**16**	**100%**	**16**	**0**	**0**

The Company has significantly strengthened its approach to integrating human rights awareness into its operations by expanding training coverage across employees and workers. This reflects a more proactive effort to embed human rights considerations into day-to-day practices and reinforce accountability across the workforce.

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

Category	FY 26 Current Financial Year					FY 25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES (Executives)										
Permanent	208	0	0%	208	100%	150	0	0%	150	100%
Male	157	0	0%	157	100%	104	0	0%	104	100%
Female	51	0	0%	51	100%	46	0	0%	46	100%
Other than Permanent	0	NA	NA	NA	NA	NA	NA	NA	NA	NA

Category	FY 26 Current Financial Year					FY 25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Male	0	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA
WORKERS (Non-Executives)										
Permanent	16	0	0%	16	100%	16	0	0%	16	100%
Male	15	0	0%	15	100%	15	0	0%	15	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Other than Permanent	0	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	0	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	2*	24,35,760	0	-
Key Managerial Personnel	1	18,00,000	1	9,60,000
Employees other than BoD and KMP	156	8,65,200	50	8,65,200
Workers	15	7,12,320	1	5,16,480

***Out of the total 3 Board of Directors, two Directors receive remuneration from the Company, in accordance with applicable guidelines. The Government Nominee Director does not receive any remuneration from the Company, as compensation is governed by the respective Government provisions applicable to such appointments.**

Remuneration, salary, and wages are reported as per basic salary received on a yearly basis. However, these figures exclude payments not forming part of regular remuneration for the performance of duties. The yearly remuneration structure is aligned with the guidelines issued by the Department of Public Enterprises (DPE). The Company did not grant any stock options during FY 2025–26

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates.*

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

	FY 26 Current Financial Year	FY 25 Previous Financial Year
Gross wages paid to females as % of total wages	25%	27.01%

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates.*

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes, the Company has designated a focal point responsible for addressing human rights impacts or issues caused or contributed to by its business operations.

As per the Company's Human Rights Policy, the Head of the HR Department, or his/her nominated representative, serves as the Nodal Officer for this purpose. The Nodal Officer is responsible for:

- Receiving and addressing complaints or concerns related to human rights, and
- Providing a channel for stakeholders to raise suggestions or grievances

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

Human rights–related concerns are addressed through the Company's established grievance redressal framework, which is applicable across all categories of grievances. This integrated mechanism ensures that all stakeholders, including employees, workers, community members, investors, and customers, have access to a consistent, transparent, and effective process for raising concerns.

Grievances may be submitted through the designated channels and are reviewed and resolved in accordance with the Company's internal policies and procedures. This approach enables timely redressal while reinforcing the Company's commitment to respecting human rights and promoting fair and responsible business practices across its operations and stakeholder engagements.

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

	FY 26 Current Financial Year			FY 25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at Workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

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

Entity has functional POSH committee and quarterly meetings are conducted.

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates.*

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

The Company has established strong safeguards to prevent any adverse consequences for individuals who report cases of discrimination, harassment, or other unethical conduct. These safeguards are embedded within the Company's **Vigil Mechanism and Whistle Blower Policy**, which is designed to promote transparency, trust, and ethical reporting.

Under this mechanism, all stakeholders—including employees, and directors—are provided with a secure and confidential channel to raise concerns in good faith. The policy explicitly prohibits retaliation, victimisation, or any form of adverse action against complainants. The identity of the individual raising the concern is protected and kept confidential to the extent practicable.

In exceptional circumstances, complainants also have the option to directly approach the Chairperson of the Audit Committee, ensuring an additional layer of protection and independence. Investigations are conducted by the designated Competent Authority in a fair, impartial, and objective manner, with due care taken to safeguard the interests and well being of the complainant throughout the process.

These measures collectively ensure a safe, supportive, and confidence driven environment for reporting concerns, reinforcing the Company's commitment to dignity, fairness, and zero tolerance for discrimination and harassment

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

Yes, human rights requirements are explicitly incorporated into the Company's business agreements and contractual frameworks. The Company integrates human rights–related expectations into its contracts to ensure that business relationships are conducted in a responsible, ethical, and legally compliant manner.

These requirements are aligned with the Company's commitment to upholding fundamental human rights and apply across engagements with vendors, contractors, service providers, and other business partners. Contractual provisions typically emphasise adherence to applicable laws, ethical conduct, non discrimination, dignified treatment of individuals, and responsible labour practices.

By embedding human rights considerations within its contractual arrangements, the Company seeks to extend its human rights commitments beyond internal operations and promote responsible conduct throughout its value chain. This approach supports risk mitigation, accountability, and alignment with national regulatory requirements and recognised ESG best practices.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	100%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

The Company has ensured 100% coverage across all key areas, including Child Labour, Forced/Involuntary Labour, Sexual Harassment, Workplace Discrimination, Wages, and other relevant aspects, through comprehensive entity-led assessments. The findings from these evaluations indicate that no significant risks or concerns were identified under these parameters.

Leadership Indicators

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

Nil

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

Not Applicable

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

Yes, the Company's office premises are accessible to persons with disabilities, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. Necessary accessibility features and infrastructure have been incorporated to facilitate safe, convenient, and dignified access for differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others, please specify	

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

Not Applicable

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

Essential Indicators

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

Parameter	FY 26 Current Financial Year	FY 25 Previous Financial Year
From renewable sources (in Gigajoules)		
Total electricity consumption (A)	1,448.28	1,526.04
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,448.28	1,526.04
From non-renewable sources (in Gigajoules)		
Total electricity consumption (D)	3,305.50	2,679.84
Total fuel consumption (E)	225.93	313.41
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F)	3,531.43	2,993.25
Total energy consumed (A+B+C+D+E+F)	4979.71	4,519.29
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/million INR)	0.059	0.066
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/million USD)	1.214	1.382
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

PPP value is taken from IMF website, for FY 26 PPP is 20.34

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No, Independent assessment was not carried.

Yes. Reasonable assurance for FY 2025-26 has been carried out by M/s Shiv & Associates.

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No

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

Parameter	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	10,984.12	14,102.07
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,984.12	14,102.07
Total volume of water consumption (in kilolitres)	3,322.19*	2820.41
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (KL/million INR)	0.04	0.042
Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)(Total water consumption / Revenue from operations adjusted for PPP) (KL/million USD)	0.81	0.863
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

**Water consumption is calculated using the formula (water consumption = water withdrawal – water discharge)*

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No, Independent assessment was not carried.

Yes. Reasonable assurance for FY 2025-26 has been carried out by M/s Shiv & Associates.

4. **Provide the following details related to water discharged:**

Parameter	Treatment	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface Water		-	-
(ii) To Groundwater		-	5726.76
(iii) To Seawater		-	-
(iv) Sent to third-parties		1,999.53*	5554.90
(v) Others		5,662.40**	-
Total water discharged (in kilolitres)		**7,661.93**	**11281.66**

*Note: There is a difference in the discharge value compared to last year as in the current reporting year the 50 MW solar PV power plant in Kerala and the IBC office is ZLD.

**The discharge volume reported under "Others" pertains to the 50 MW Solar PV Power Plant in Kerala, where water is not discharged outside plant premises instead naturally percolates into the ground or evaporates.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No, Independent assessment was not carried.

Yes. Reasonable assurance for FY 2025-26 has been carried out by M/s Shiv & Associates

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

Yes, the 50 MW solar PV power plant owned by the Company is operated and maintained by a third-party contractor. No water discharge has been reported from the plant during the reporting year, as the water used for cleaning solar photovoltaic (PV) panels is not discharged from the facility. Instead, it naturally percolates into the ground or evaporates, resulting in no wastewater discharge from the 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.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx		NA	NA
SOx			
Particulate matter (PM)			
Persistent organic pollutants matter (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)		NA	NA
Others – please specify			

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	14.86	21.74
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	651.92	541.18
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonne/ million INR	0.0079	0.0083
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric Tonne/ million USD	0.162	0.172
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric Tonne/INR	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Reasonable assurance for FY 2025-26 has been carried out by M/s Shiv & Associates

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

The Company owns a 50 MW solar photovoltaic (PV) plant, which contributes to the generation of renewable energy and supports the reduction of dependence on fossil fuel–based power sources.

During FY 2025–26, the electricity generated from this solar plant resulted in the avoidance of approximately 51,005 metric tonnes of CO_2 emissions. The initiative reflects the Company's commitment towards climate change mitigation, decarbonization, and sustainable energy transition, while also contributing to national and global environmental goals.

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

Parameter	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-

Parameter	FY 26 Current Financial Year	FY 25 Previous Financial Year
E-waste (B)	-	-
Bio-medical Waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (MT)	10.51*	-
Total (A + B + C + D + E + F + G + H)	**10.51**	**-**
Waste intensity per rupee of turnover (Total Waste generated / Revenue from operations) (MT/ million INR)	0.000126	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste generated / Revenue from operations adjusted for PPP) (MT/ million USD)	0.002563	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes		
(i) Recycled	-	-
(ii) Re-Used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**-**	**-**

*Note: Waste generated is calculated on assumption bases for per employee per day in an Office basis. Waste is segregated into dry and wet waste.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Reasonable assurance for FY 2025-26 has been carried out by M/s Shiv & Associates

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

IREDA's operations primarily result in the generation of office-related waste, including paper, plastic, and other non-hazardous materials. During the reporting financial year, no electronic waste was generated. All waste collected was responsibly handed over to the Municipal Corporation for appropriate disposal in accordance with applicable regulations.

To strengthen its commitment to environmental sustainability, IREDA initiated waste segregation practices during the year, categorizing waste into dry and wet streams. This initiative aims to improve waste handling efficiency and reduce the environmental footprint of office operations.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The Company does not have any operations or offices located in or around ecologically sensitive areas.			

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

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

As an NBFC, IREDA's primary operations are office-based and do not involve any polluting or environmentally hazardous processes. In addition, the Company owns a 50 MW solar power plant, which is inherently clean and renewable in nature.

The solar power plant is operated and maintained by a third-party contractor; however, as the asset owner, the Company actively ensures that all operations comply with applicable environmental laws, regulations, and statutory requirements. During the reporting period, there were no fines, penalties, or regulatory actions imposed on the Company in relation to environmental compliance.

Leadership Indicator

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

(i) Name of the area

(ii) Nature of operations

Parameter	Treatment	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water withdrawal by source (in kilolitres)			
(i) Surface water			
(ii) Groundwater			
(iii) Third party water			
(iv) Seawater / desalinated water			
(v) Others		NA	NA
Total volume of water withdrawal (in kilolitres)			
Total volume of water consumption (in kilolitres)			
Water intensity per rupee of turnover (Water consumed / turnover)			
Water intensity (optional) – Per MT of ORE			

Parameter	Treatment	FY 26 Current Financial Year	FY 25 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water			
- No treatment		NA	NA
- With treatment – please specify level of treatment			
(ii) Into Groundwater			
- No treatment			
- With treatment – please specify level of treatment			
(iii) Into Seawater			
- No treatment			
- With treatment – please specify level of treatment			
(iv) Sent to third-parties			
- No treatment			
- With treatment – please specify level of treatment			
(v) Others			
- No treatment			
- With treatment – please specify level of treatment			
Total water discharged (in kilolitres)			

Note: *Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.*

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

Parameter	Unit	FY 26 Current Financial Year	FY 25 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1607.33*	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ million INR	0.0193	-

*Scope 3 emissions have been assessed across Categories 1, 2, 3, 6, and 7.
Note: *Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.* ***No***

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

   Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Waste Segregation	During the year, IREDA introduced waste segregation practices by classifying waste into dry and wet categories. This initiative is designed to enhance waste management efficiency.	The implementation of waste segregation practices has led to more efficient waste management. It has also helped build awareness and encourage responsible waste-handling behaviour among employees.

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

Yes, IREDA has a robust Business Continuity and Disaster Management framework in place, governed by its Business Continuity Management (BCM) Policy. The policy establishes a structured strategic and operational approach to proactively identify and respond to internal and external risks, minimize potential disruptions, and ensure continuity of critical business operations. It integrates information security and technology continuity measures in line with IREDA's Information Security requirements, strengthening the resilience of key systems and data. The BCM framework aims to protect organizational stability and safeguard stakeholder interests through timely detection, prevention, and effective management of unforeseen disruptions or emergency situations.

The BCM Policy is available in the intranet on IREDA https://www.ireda.in/policy/code-of-conduct

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Nil

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

All project loans are evaluated for environmental and social (E&S) impacts in accordance with our Environmental and Social Management System (ESMS) framework.

8 a. Green credits generated or procured by the entity

Nil

8 b. Green credits generated or procured by top ten value chain partners (in terms of value of purchases and sales respectively)

Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Five (5)

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Standing Conference of Public Enterprises (SCOPE)	National
2	World Energy Council India	National
3	Central Board of Irrigation and Power	National
4	Confederation of Indian Industries	National
5	India International Centre	National

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
None					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Not Applicable						

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

CSR projects are examined and sanctioned based on Need Assessment/recommendation including, project at specified locations from respective District Administration/government authorities and hence redressal of grievances from local communities if any are taken care by respective district authorities.

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

	FY 26 Current Financial Year	FY 25 Previous Financial Year
Directly sourced from MSMEs/ small producers	26.41%	12.25%
Directly from within India	100%	100%

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates.*

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

Location	FY 26 Current Financial Year	FY 25 Previous Financial Year
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
Metropolitan	100%	100%*

****Note:*** *We have revised our methodology for calculation of Job creation KPI this year as per Industry Standards Note on BRSR. Last year calculation has been updated based on the revised methodology*

Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates.*

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments**

Negative social impact	Corrective action
IREDA is in the process of initiating Impact Assessment for sanctioned CSR projects in line with applicable MCA guidelines through empanelled agencies.	

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

S. No.	State	Aspirational District	Amount spent in Lakhs (INR)
1	Rajasthan	Jaisalmer	10,600,000
2	Uttar Pradesh	Shravasti	3,975,000
3	Uttar Pradesh	Balrampur	8,782,906
4	Uttar Pradesh	Chandauli	16,885,377
5	Bihar	Muzzafarpur	11,845,000
6	Sikkim	West Sikkim	8,662,500
7	Madhya Pradesh	Rajgarh	26,62,819

In addition to the CSR allocation/sanction in designated Aspirational District (as per the request of District Administration), the Company has also allocated/sanctioned financial assistance of Rs. 10,25,00,398 in the aspirational district of Muzaffarpur, Bihar and Rs. 31,36,767 in Aspirational district of Siddharthnagar, UP.

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

The Company adheres to the Government's public procurement policy, which mandates preference to Micro and Small Enterprises (MSEs), including a minimum procurement of 25% from MSEs, with sub-targets of 4% from SC/ST-owned MSEs and 3% from women-owned MSEs. The Company consistently endeavours to achieve these prescribed targets across its procurement activities.

Procurement decisions are based on bids received, wherein vendors self-declare their respective MSE categories at the time of bid submission. Accordingly, the Company's ability to meet category-wise targets is dependent on the availability and representation of eligible bids received, which the Company does not control.

(b) From which marginalized /vulnerable groups do you procure?

The Company procures from MSEs owned by Scheduled Castes (SC), Scheduled Tribes (ST), and women entrepreneurs as per Government policy. Procurement classification is based on vendor declarations.

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

During the reporting period, procurement from MSEs constituted 26.41%, from SC/ST MSEs 0.64%, and from women-owned MSEs 5.93% of the total value of goods and services procured. These figures are based on vendor claims, which the Company does not control.

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

Intellectual property	Owned / Acquired	Benefit shared	How benefit share was calculated
Not Applicable			

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

Authority name	Brief case	Corrective action
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Running the "Therapy on Wheels" Program for serving children with disabilities	160	100%
2.	Supply / Installation / Commissioning and Maintenance of 100 kWp Off-Grid SPV Power Plant (Car Port Structure Type) at BSF Longewala, Jaisalmer, Rajasthan	500000	25%

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
3.	Assistance to M/s Bhagwan Mahaveer Child Welfare Trust for providing primary education to remote and slum area children via 25 nos. of Single Teacher Schools in Jaipur, Rajasthan	500	100%
4.	Contribution to the Indian Institute of Technology, Delhi towards procurement, performance evaluation, Testing, and showcasing a Compressed Biogas (CBG) Car to visitors from across the nation and world.	1100	32%
5.	Organizing four (4) Health Check-up Camps in Rural Areas of District- Unnao, Lucknow, Uttar Pradesh.	400	100%
6.	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	3000	90%
7.	Procurement of necessary Medical Equipment for Community Health Centres (CHCs) of Aspirational District Siddharthnagar, Uttar Pradesh	1200000	100%
8.	Supply and installation of 45 kW On Grid solar power system at water pumping station near Podar International School, Old Goa	1000	100%
9.	Supply and installation of 50 kW Off-Grid solar power system at Vipassana Meditation Centre, Shravasti, Uttar Pradesh	3000	50%
10.	Supply and installation of Solar Water Coolers with RO Water Purifiers in 11 nos. of Government Schools of Mayurbhanj district, Odisha	4087	100%
11.	Contribution of Rs. 50,00,000/- from CSR funds of IREDA for FY 2025-26 to India International Centre (IIC), New Delhi for supporting and developing artistic and cultural activities, traditions with special emphasis on Young & Budding Artistes.	10000	15%
12.	Installation and operationalizing a Community Radio Station (Radio Kullu 90.4 FM) at Kullu, Himachal Pradesh	100000	100%
13.	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	45000	100%
14.	Supply and installation of Smart Classes in 21 Schools across the aspirational district of Chandauli, Uttar Pradesh.	4046	100%
15.	Supply and delivery of Electric Vehicles to be utilized at Homi Bhabha Cancer Hospital & Research Centre, Muzaffarpur, Bihar	100000	100%
16.	Supply and installation of Hemodialysis Machines and other medical equipments in District Hospital Rajgarh and Civil Hospital, Biaora, Madhya Pradesh.	540	100%
17.	Supply and installation of Smart Classes in 20 Schools across the aspirational district of Balrampur, Uttar Pradesh.	35000	100%

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
18.	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)	7500	100%
19.	Financial assistance to Navshristi Foundation towards supply, installation and operationalizing of Smart Classes in 21 Schools across the aspirational district of Kupwara, UT of Jammu and Kashmir.	2575	100%
20	Financial assistance to M/s Doctors for You (DFY) 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	126000	100%
21	Financial assistance to Nav Abhudaya Shaikshanik, Sanskritik Evam Samajik Samiti from CSR funds of IREDA for the FY 2025-26, towards supply and installation of Ultrasound machines and Multipara Monitor machines in government hospitals of Kheda district, Gujarat.	438000	100%
22	Financial assistance to M/s UPSIC (Banda) 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	148579	100%
23	Financial assistance to M/s UPSIC (Banda) 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; from CSR funds of IREDA for the FY 2025-26.	875992	100%
24	financial assistance to M/s. Sports, Physical Education, Fitness and Leisure Skills Council (SPEFL-SC) towards supply and installation of Open-air Gyms at 05 nos. of locations in Ahilyanagar district, Maharashtra	5000	100%
25	Financial assistance to The Baba Jaswant Singh Trust, Ludhiana, Punjab from CSR funds of IREDA for the FY 2025-26, for supply and installation of 10 nos. of Dental Chairs at the Dentistry department of The Baba Jaswant Singh Trust Dental Charitable Hospital, Ludhiana	100000	100%
26	Financial assistance to The Central Govt. Employees Consumer Cooperative Society Ltd. (Kendriya Bhandar) for supply installation and commissioning of: i. 90 kW Grid-Connected Solar PV System at the DDW Water Pumping station near Goa Medical college, Bambolim, Tiswadi, Goa; and ii. 80 kW Grid-Connected Solar PV System at the DDW Water Pumping station behind Police Station, Agassaim, Tiswadi, Goa	2600	100%

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
27	Financial assistance to the TYCIA FOUNDATION (Turn Your Concern Into Action) towards supply and commissioning of Mobile Tuberculosis (TB) Diagnostic & Awareness Vehicle including TrueNat Machine, X-Ray Scanner and operational expenses" in the Aspirational District of Kupwara, Jammu & Kashmir.	200000	100%
28	Financial assistance o the Samphia Foundation 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	300	100%
29	Financial assistance to Swami Vivekananda National Institute of Rehabilitation Training And Research (SVNIRTAR) for supply installation and commissioning of 60 nos. of solar streetlights and 4 nos. of High Mast Lights at SVNIRTAR, Olatpur, Odisha	3775	100%
30	Financial assistance to The Mathur Hosahalli Sharada School Betterment Committee 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	470	100%
31	Financial assistance to Zilla Panchayat Haveri from CSR funds of IREDA for the FY 2025-26, for construction of 27 number of classrooms at government primary / high schools at district Haveri, Karnataka	2670	100%
32	Financial assistance to M/s VPR Foundation towards supply and installation of essential Equipment in CHC, Buchireddypalem, Kovur, Nellore, Andhra Pradesh	200000	100%
33	Financial assistance to the Office of the Deputy Commissioner, Dharwad district for infrastructure development including supply and installation of supply and installation of gymnasium equipment and sports equipment at the Dharwad Aquatic & Multi-Sports Complex, under the CSR Fund of IREDA of FY 2025-26	500000	50%
34	Financial assistance to the Chief Executive Officer, Zilla Panchayat Dharwad for providing jetting machines for maintenance of around 633 (Six Hundred Thirty-Three) Government School Toilets of Dharwad, District Karnataka	138000	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

   IREDA has established a comprehensive, transparent, and structured grievance redressal mechanism to receive, address, and resolve complaints and feedback from its customers, stakeholders, and citizens in a timely and responsible manner. The mechanism is designed to ensure accessibility, fairness, and accountability, in alignment with the principles outlined in the Company's Citizen Charter.

Multiple Channels for Receiving Complaints and Feedback

Consumers/Clients may submit grievances or feedback through the following channels:

- Online Query/Feedback Portal hosted on IREDA's website, enabling customers to submit service related queries and feedback electronically.
- Dedicated Vigilance Complaints Portal for reporting complaints related to vigilance or ethical concerns.
- Written and physical submissions addressed to designated grievance officers, as specified under the Citizen Charter.

A senior officer, designated as the Director Grievance-General Manager Human Resources, is responsible for receiving, recording, and addressing consumer complaints and feedback. All grievances received are properly recorded, registered, and acknowledged immediately or within 3 working days from the date of receipt. A grievance reference/register number along with the date is provided to the complainant for tracking purposes. The Director keeps the aggrieved party informed of the progress of the complaint within 15 working days. In cases where the complainant wishes to be heard personally, the Director provides a personal hearing and makes efforts to resolve the grievance within 30 working days from the date of receipt. If the aggrieved party does not receive a response within 15 days of lodging the grievance, they may escalate the matter by writing to the Chairman & Managing Director (CMD).

Through its grievance redressal framework and digital feedback mechanisms, IREDA seeks to ensure prompt acknowledgment and resolution of complaints with clear escalation pathways and senior level oversight.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

	FY 26 Current Financial Year		Remarks	FY 25 Current Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0	Not Applicable	0	0	Not Applicable
Advertising	0	0	Not Applicable	0	0	Not Applicable
Cyber Security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	0	0	Not Applicable	0	0	Not Applicable
Restrictive trade practices	0	0	Not Applicable	0	0	Not Applicable
Unfair trade Practices	0	0	Not Applicable	0	0	Not Applicable
Others	0	0	Not Applicable	0	0	Not Applicable

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

	Number	Reasons for recall
Voluntary Recall	0	Not Applicable
Forced Recall	0	Not Applicable

IREDA provides a range of financial services to support the development and growth of renewable energy projects across India. These offerings are specifically designed to enable the advancement, financing, and implementation of renewable-energy technologies such as solar, wind, biomass, and hydroelectric power.

The Company is not engaged in the manufacturing, sale, or distribution of physical products. Accordingly, the question of product recalls on account of safety issues does not arise.

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Policy available (Yes / No):	Yes
Web Link:	The Information Security Policy is an internal document and is accessible to employees through the Company's intranet.

IREDA has an Information Security Policy and an established Information Security Management System (ISMS) in place to address cybersecurity and data privacy risks across the organisation. The framework is applicable 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 Information Security Policy provides a structured approach to identify, evaluate, and control information security risks, covering areas such as access management, data protection, incident response, system resilience, and compliance with applicable data protection laws. The policy is supported by defined processes, roles, and responsibilities across functional levels.

To strengthen cyber resilience and risk preparedness, IREDA undertakes:

- Periodic Vulnerability Assessment and Penetration Testing (VAPT), conducted on a half-yearly basis, to identify and remediate vulnerabilities in critical systems and applications.
- Information Security Audits conducted periodically to assess the effectiveness of security controls, compliance with internal policies, and adherence to applicable regulatory requirements
- Continuous monitoring of critical IT infrastructure, networks, and security events to detect and respond to potential cyber threats in a timely manner.
- Ongoing investments in IT and cybersecurity infrastructure to enhance preventive, detective, and responsive security capabilities and to support secure digital transformation initiatives.

Governance and oversight of cybersecurity and information security are exercised through the Board-level IT Strategy Committee (ITSC). In line with regulatory requirements, an Information Security Committee (ISC) functions under the oversight of the ITSC and is responsible for managing information and cybersecurity risks across the organisation. The ISC comprises representatives from Risk Management, Information Technology, Information Security, and business functions, and is entrusted with the implementation of information security policies, review of cyber incidents, monitoring of security initiatives, and promotion of security awareness across the organisation.

The ITSC periodically reviews the adequacy and effectiveness of the Information Security Governance Framework, cybersecurity posture, risk management processes, business continuity and disaster recovery arrangements, and major information security initiatives. Through this governance structure, IREDA ensures that information security and cybersecurity remain integral to its overall risk management framework and strategic objectives, while maintaining compliance with applicable regulatory and statutory requirements.

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

Not applicable, as no issues have been reported.

7. **Provide the following information relating to data breaches:**

   a. Number of instances of data breaches: 0

   b. Percentage of data breaches involving personally identifiable information of customers:

   Not applicable as no instances were observed in FY 2025-26.

   c. Impact, if any,of data breaches: Not applicable as no instances were observed in FY 2025-26.

   Note: *The reasonable assurance of the above BRSR Core Metric was carried out by M/s Shiv & Associates*

Leadership Indicators

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

Channels/Platforms available (Yes / No)	Yes
Web Link:	IREDA | Financing Schemes - Financing Norms

Information on IREDA's products and services is made publicly available through well defined digital channels, primarily via the Company's official website. These channels are designed to ensure transparency, ease of access, and informed decision making for prospective borrowers, existing customers/clients, and other stakeholders.

Detailed information on IREDA's financing offerings is hosted under the "Financing Schemes" section of the Company's website. This section serves as the primary source of information across all renewable energy segments financed by IREDA.

The website provides:

- Sector wise coverage of financing options, including solar, wind, hydro, bio energy, transmission, and other eligible technologies
- Details of both fund based and non fund based financing schemes
- Comprehensive guidance on financing norms, eligibility criteria, and indicative process flows
- Interest rate matrices, scheme specific incentives, and applicable conditions
- Standard application forms, checklists, and legal documentation requirements
- Procurement related requirements relevant to financed projects
- FAQs and consumer awareness materials to assist applicants and borrowers
- Names and contact details of designated officers for various schemes and sectors

Through these structured digital channels, IREDA ensures that stakeholders have clear, reliable, and up-to-date access to information on its products, services, and financing processes.

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

Considering IREDA's role as a specialised development finance institution in the renewable energy sector, the concept of safe and responsible usage of products and services is addressed through the responsible implementation and operation of projects financed by the Company. Accordingly, IREDA focuses on educating and guiding its borrowers and project developers to ensure environmentally sound, socially responsible and compliant project execution.

A key mechanism supporting this objective is IREDA's Environmental and Social Management System (ESMS). The ESMS provides a structured framework for identifying, assessing, and managing environmental and social (E&S) risks and impacts associated with financed projects.

As part of the loan appraisal process, eligible projects undergo environmental and social screening and are categorised based on the nature and severity of potential impacts. Borrowers are informed of applicable E&S requirements and safeguards relevant to their projects, enabling responsible planning and execution.

From the first disbursement and during the operational phase, borrowers are required to monitor and report E&S performance regularly, in line with loan covenants. IREDA officials periodically review project progress and performance in accordance with the funding agreement. The Company also undertakes efforts to build borrower capacity on E&S issues and requirements through one to one engagement as well as group based capacity building and information dissemination programmes.

These initiatives support borrower awareness and facilitate compliance with IREDA's ESMS

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

IREDA has established internal mechanisms to identify, manage, and communicate risks that may result in disruption or discontinuation of essential services. The Company is guided by its Business Continuity Management (BCM) Policy, which provides a structured framework to respond to internal and external threats that could impact business operations, objectives, or critical infrastructure.

The BCM Policy is underpinned by Risk Assessment and Business Impact Analysis, enabling the Company to proactively identify potential risks and assess their impact on service continuity. In alignment with the policy, continuity of information systems and data security is addressed through established information security and IT governance arrangements.

The policy aims to safeguard the interests of both the Company and its stakeholders by ensuring the ability to detect, prevent, minimise, and manage the effects of disruptive events or anticipated risks, thereby reducing the likelihood of service interruptions.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product Information Disclosure

Yes. IREDA provides product and service related information beyond what is mandated under applicable laws, with the objective of ensuring transparency, informed decision making, and responsible engagement by borrowers and other stakeholders. Given IREDA's role as a development finance institution, this information is intended to help prospective and existing borrowers clearly understand the nature, terms, eligibility conditions, and procedural requirements of its financial products.

In addition to statutory disclosures, the Company makes available detailed information through its official website, including sector wise financing schemes, eligibility criteria, financing norms, indicative interest rate matrices, process flows, standard application formats, documentation requirements, FAQs, and contact details of designated officers. Consumer awareness material and guidance notes are also published to support borrowers throughout the lending lifecycle.

Consumer Feedback Mechanisms

In addition to disclosures, IREDA maintains continuous engagement with borrowers and stakeholders through structured interaction mechanisms embedded in its core operations. Borrower feedback and service related inputs are received through grievance redressal systems, online feedback facilities, direct engagement during project appraisal and monitoring, and routine operational interactions. These channels enable the Company to assess service quality, identify areas for improvement, and strengthen responsiveness to borrower needs.

For and on behalf of the Board of Directors

Sd/-
Bijay Kumar Mohanty
Chairman & Managing Director (Addl. Charge);
Director (Finance) & CFO
(DIN:08816532)

Place: New Delhi
Date: August 07, 2026

SHIV & ASSOCIATES, CHARTERED ACCOUNTANTS
103 & 105, Ajanta Market, Plot No. 1,
Vardhaman Indraprastha Plaza
I.P. Extension, Partparganj, Delhi – 110092

INDEPENDENT REASONABLE ASSURANCE REPORT ON THE DISCLOSURES MADE UNDER BRSR (9) CORE ATTRIBUTES IN THE BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FY 2025-26 OF INDIAN RENEWABLE ENERGY DEVELOPMENT AGENCY LIMITED

To,
The Board of Directors of
Indian Renewable Energy Development Agency Limited
India Habitat Centre,
East Court, Core-4A, 1st Floor, Lodhi Road,
New Delhi - 110003

Introduction

We, M/s Shiv & Associates, Chartered Accountants have been engaged by Indian Renewable Energy Development Agency Limited ("the Company") for the purpose of providing an independent reasonable assurance of the Company's disclosures under the BRSR Core Attributes in the Business Responsibility and Sustainability Report ("BRSR"), as per the BRSR Core – Framework for Assurance and ESG Disclosures for value chain provided under SEBI Master Circular No SEBI/HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 ("SEBI BRSR Core Circular"), for the reporting period April 01, 2025, to March 31, 2026 ("FY 2025-26").

Management and Our Responsibility

The Company's management is responsible for collating, analyzing, authenticating, and disclosing the data and other required information in the BRSR and for ensuring the integrity and accuracy of the disclosures so that they are free from any material misstatement or omission. The management is also responsible for providing complete access to the data and other information on which it has relied while preparing the BRSR.

Our responsibility is to perform the necessary procedures and obtain the requisite evidence to express a reasonable assurance on the disclosures made in respect of the BRSR Core Attributes, as provided in the SEBI BRSR Core Circular, in the Company's BRSR for FY 2025-26.

Scope and Boundary

Scope

The scope of our engagement includes an independent reasonable level of assurance of the following BRSR Core Attributes as provided in the SEBI BRSR Core Circular for FY 2025-26. This assurance engagement is restricted to the BRSR Core disclosures of the Company and does not extend to ESG disclosures pertaining to the value chain, if any, included in the BRSR.

SHIV & ASSOCIATES, CHARTERED ACCOUNTANTS
103 & 105, Ajanta Market, Plot No. 1,
Vardhaman Indraprastha Plaza
I.P. Extension, Partparganj, Delhi – 110092

S. No.	Attribute	Principle	Key Performance Indicator
1	Greenhouse gas footprint	Principle 6, Question 7	• Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) • Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) • GHG Emission Intensity (Scope 1+2)
2	Water footprint	Principle 6, Question 3	• Total water consumption in Mn Lt or KL • Water consumption intensity in Mn Lt or KL/ Rupee adjusted for PPP • Water consumption intensity in Mn Lt/ Product or Service
		Principle 6, Question 4	• Water discharge by destination and levels of Treatment in Mn or KL
3	Energy footprint	Principle 6, Question 1	• Total energy consumed in Joules or Multiples • % of energy consumed from renewable sources • Energy intensity in %age terms • Energy intensity in joules or multiples/ Rupee adjusted for PPP • Energy intensity in Joules or multiples/ Product or Service
4	Waste Management	Principle 6, Question 9	• Details related to waste generated by the entity (category wise) • Waste intensity • Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations • For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee	Principle 3, Question 1(c)	• Cost spent on the measures towards the well-being of employees and workers (including permanent and other than permanent)

SHIV & ASSOCIATES, CHARTERED ACCOUNTANTS
103 & 105, Ajanta Market, Plot No. 1,
Vardhaman Indraprastha Plaza
I.P. Extension, Partparganj, Delhi – 110092

S. No.	Attribute	Principle	Key Performance Indicator
	Wellbeing and Safety	Principle 3, Question 11	• Details of safety-related incidents
6	Enabling Gender Diversity in Business	Principle 5, Question 3(b)	• Gross wages paid to females as % of total wages paid by the entity
		Principle 5, Question 7	• Complaints on POSH
7	Enabling Inclusive Development	Principle 8, Question 4	• Input material sourced from MSMEs/ small Producers, and from within India as % of total purchases
		Principle 8, Question 5	• Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost
8	Fairness in Engaging with Customers and Suppliers	Principle 9, Question 7	• Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
		Principle 1, Question 8	• Number of days of accounts payable
9	Open-ness of business	Principle 1, Question 9	• Concentration of purchases & sales done with trading houses, dealers, and related parties • Loans and advances & investments with related parties

Assurance Methodology

As part of the assurance process, we have relied upon the following:

Frameworks: -

- SEBI BRSR Core Assurance Circular
- Industry Standards on Reporting of BRSR Core issued by SEBI vide Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024
- Greenhouse Gas Protocol methodology
- Central Ground Water Board (Central) Guidelines

SHIV & ASSOCIATES, CHARTERED ACCOUNTANTS
103 & 105, Ajanta Market, Plot No. 1,
Vardhaman Indraprastha Plaza
I.P. Extension, Partparganj, Delhi – 110092

- International Standard on Assurance Engagements ("ISAE") 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Methodology: -

As part of the assurance process, we have undertaken the following steps:

- Reviewed the disclosures under BRSR (9) Core Attributes, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under (9) ESG attributes.
- Reviewed the data, documents, and other information basis which calculation and reporting have been made.
- We interviewed relevant personnel of management responsible for Sustainability, Environmental Social Governance (ESG) and the consultant and their team for understanding the process of collecting, collating, and reporting the data.
- Checked the consolidation for various offices to ensure the completeness of data being reported.
- Conducted data testing to assess the uniformity in reporting processes. This included assessing records and performing testing including recalculation of sample data
- Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company.
- Wherever required, we have performed a sample-based review of data and information.

Our Opinion

Based on the information and documents provided to us, procedures we have performed and the evidence we have obtained, we are of the view that the BRSR Core Attributes, as disclosed in the Company's BRSR for FY 2025-26 have been reported in accordance with the requirements outlined in the SEBI BRSR Core Assurance Circular.

Statement of Independence

We are also engaged as the Statutory Auditors of the Company. We confirm that neither we nor any of our associates have provided any non-audit, non-assessment, non-assurance or consulting services to the Company or its group entities during FY 2025-26 that would impair our independence or create a conflict of interest in terms of the SEBI BRSR Core Framework.

Restriction on Use or Distribution

This assurance statement, including the conclusion, has been prepared solely at the request of the Company to meet the statutory obligations in respect to disclosures made in the BRSR for FY 2025-26. Our report should not be used for any other purpose or by any other person other than the addressee without our prior written consent. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

Limitations

Our performance under this assurance engagement is subject to the following limitations:

SHIV & ASSOCIATES, CHARTERED ACCOUNTANTS
103 & 105, Ajanta Market, Plot No. 1,
Vardhaman Indraprastha Plaza
I.P. Extension, Partparganj, Delhi – 110092

- Based on the agreed scope with the Company, the boundary of reasonable assurance covers the operations of the Company and its subsidiaries across all offices. Further, the assurance is being made only for the disclosures made under BRSR Core Attributes for FY 2025-26.
- During the assurance engagement, we have relied on the data and information provided by the Company. We have assumed that the Company has provided us with complete and authentic data and other information necessary for the performance of the assurance. In some cases, the Company has relied on third-party data sources, we have not verified the authenticity of that data source.
- The absence of a significant body of established standards on which to evaluate and measure non-financial information allows for different but acceptable measurement techniques, which can affect comparability between entities.
- The preparation of the BRSR is the responsibility of the Management of the Company. The financial data disclosed in the BRSR is derived from the audited financial statements of the Company for the financial year ended March 31, 2026, on which we have issued a separate Statutory Audit Report dated May 29, 2026. For all other data and disclosures, we have relied upon the source records, information, and representations provided by the Management as the basis for executing our assurance procedures under this engagement.
- The assurance considers an uncertainty based on the materiality threshold for estimation/measurement errors and omissions pursuant to the GHG Protocol.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions of any kind, if any.
- The assurance does not include a review of legal compliance regarding the disclosures made with respect to the BRSR Core Attribute.

For Shiv & Associates,
Chartered Accountants
FRN: 009989N

Sd/-
CA Manish Gupta
(Partner)
Membership No. 095518
UDIN: 26095518JTBLXI2515

Place: New Delhi
Date: 11.08.2026