

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2025-26

Section A: GENERAL DISCLOSURES

I. Details of listed entity

Sr. No.	Indicator	Responses
1	Corporate Identity Number (CIN) of the Listed Entity	L31200HR2004PLC136025
2	Name of the Listed Entity	Servotech Renewable Power System Limited
3	Year of incorporation	24/09/2004
4	Registered office address	KHATA NO. 1970, KHEWAT NO. 1672, KHASRA NO. 21/20/2/2, REVENUE ESTATE, KUNDLI, P.S. Raj, Sonipat, Sonipat, Haryana, India, 131029
5	Corporate address	806, 8TH FLOOR, CROWN HEIGHTS, HOTEL CROWN PLAZA, SECTOR-10, ROHINI, Rohini sec-11, North West Delhi, Delhi, Delhi, India, 110085
6	E-mail	investor.relations@servotechindia.com
7	Telephone	011-41183116
8	Website	https://servotech.in/
9	Financial year for which reporting is being done	April 1, 2025, to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India (NSE)
11	Paid-up Capital (In Rs)	Rs. 22,58,45,348
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Rupinder Kaur Company Secretary & Compliance Officer Email: investor.relations@servotechindia.com , Ph: 9311344776
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).	Standalone basis
14	Name of assurance provider	Not Applicable (N.A.)
15	Type of assurance obtained	

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	Activity % of turnover of the Company
1	Manufacturing	Solar	49.92
2		EV Charger	42.3
3		Other	7.78

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Solar	35105	49.92
2	EV Charger	27900	42.3
3	Other	27900	7.78

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

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	0	0

19 Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	28
International (No. of Countries)	12

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

0.22%

c. A brief on types of customers

Servotech Renewable Power System Limited serves customers across different groups. These include wholesalers like distributors and dealers who buy in bulk to sell further. It also works with businesses that use its EV chargers and solar products for their operations. Many individual customers buy its products for home use. Government and public sector organizations also buy from Servotech for their projects. The company sells internationally to countries such as Turkey, UAE, Nepal, Bhutan, U.K, Bahrain etc. This mix of customers shows the company's wide reach and the different ways its products are used.

20 Details as at the end of Financial Year: a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B) %	(B / A)	No. C	% (C / A)
		Employees				
1	Permanent (D)	315	251	79.68%	64	20%
2	Other than Permanent (E)	74	69	93.24%	5	7%
3	Total employees (D + E)	389	320	82.26%	69	18%
		WORKERS				
4	Permanent (F)	77	73	94.81%	4	5.19%
5	Other than Permanent (G)	33	30	90.91%	3	9.09%
6	Total workers (F + G)	110	103	93.64%	7	6.36%

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B) %	(B / A)	No. C	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0		0	
2	Other than Permanent (E)	0	0		0	
3	Total employees (D + E)	0	0		0	
DIFFERENTLY ABLED WORKER						
4	Permanent (F)	0	0		0	
5	Other than Permanent (G)	0	0		0	
6	Total workers (F + G)	0	0		0	

21 Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	4	2	50%

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

Particulars	Current Financial Year			Previous Financial Year			Previous to previous Financial Year		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33	34	33	41	30	39	36	56	40
Permanent Workers	58	43	57	15	0	14	42	0	39

23 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 at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	"Rebreathe Medical Devices India Private Limited"	Subsidiary	95	No
2	"Hertz And Pixelz Private Limited (Formerly Known As Techbec Green Energy Private Limited)"	Subsidiary	51	No
3	"Servotech Ev Infra Private Limited"	Subsidiary	94.28	No
4	"Servotech Sports And Entertainment Private limited"	Subsidiary	61.74	No
5	"Servotech Siliguri Strikers Private Limited"	Step Down Subsidiary	Nil	No
6	DREAM LEAGUE OF INDIA (T10) PRIVATE LIMITED	Step Down Subsidiary	Nil	No
7	Servotech Foundation	Subsidiary	100	No
8	Servotech Renewable International FZCO	Foreign Subsidiary	75	No
9	Rhine Solar Limited	Associate Company	27	No

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)
(ii) Turnover in Rs. 6,41,66,19,472
(iii) Net worth in Rs. 2,67,17,37,572

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	yes	0	0	-	0	0	-
Shareholders	yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	8711	201	-	3004	47	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	Yes	0	0	-	0	0	-

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	Energy consumption and energy efficiency	Risk and opportunity	the Company's manufacturing, testing and R&D operations consume electricity. Increasing energy prices and inefficient consumption may increase operating costs. Energy efficiency also provides an opportunity to reduce costs and emissions.	The Company monitors energy consumption and has implemented energy-efficient lighting and equipment. A 240 kW regenerative load has been installed in the R&D laboratory, along with other energy-efficiency measures.	The measures require capital investment but are expected to reduce operating costs. The regenerative load has reportedly resulted in electricity-cost savings of approximately ₹1 lakh per month, subject to verification against actual bills and consumption records.
2	Renewable energy and reduction of carbon emissions	Risk and opportunity	"Risk: Reliance on conventional energy may increase energy costs, supply risks and compliance expenses, while renewable-energy transition requires capital investment. Opportunity: Renewable energy may reduce costs and emissions while increasing demand for the Company's clean-energy products."	Rooftop solar panels have been installed at manufacturing facilities; electricity is partially procured from renewable-energy suppliers; and official/ commercial vehicles are being converted to electric vehicles.	Capital expenditure is required for renewable-energy installations and EV conversion. The initiatives may reduce electricity and fuel costs and lower exposure to energy-price fluctuations.

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	Clean-energy technology and sustainable product innovation	Opportunity	Growth in electric mobility, renewable energy and energy storage is creating demand for EV chargers, solar inverters, batteries, battery-energy-storage systems and related solutions.	The Company continues to strengthen its R&D capabilities and has developed or is developing EV chargers, smart micro inverters, hybrid inverters, battery-energy-storage systems, lithium batteries with smart BMS, solar carports and solar pumps	R&D and product-development activities require continuing expenditure. Successful commercialisation may increase revenue, improve market access, strengthen competitiveness and create export opportunities. Revenue expenditure on R&D during the year was ₹485.30 lakh.
4	Resource efficiency and waste management	Risk and opportunity	Manufacturing of chargers, batteries, inverters and electronic equipment consumes metals, plastics and electronic components and may generate electronic, battery, hazardous and packaging waste. Improper management may result in regulatory and reputational consequences.	The Company seeks to optimise material use, minimise waste generation, segregate waste and dispose of or recycle applicable waste through authorised agencies. Compliance with applicable EPR requirements is monitored.	Waste collection, recycling and regulatory compliance involve operating costs. Improved material utilisation and recovery may reduce procurement and disposal costs.
5	Skilled workforce	Opportunity	Availability and development of skilled employees enhance productivity, innovation, product quality and business growth.	The Company mitigates the risk through regular technical and safety training, skill-development programmes, competitive employee benefits, performance-based career development, succession planning and recruitment of qualified personnel.	Increased expenditure on recruitment, training and employee-retention initiatives; however, effective workforce management may reduce attrition and recruitment costs and improve productivity and operational efficiency

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Policy and management processes									
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	https://investor.servotech.in/corporate-governance/policies.php								
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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	•ISO 9001:2015 •ISO 14001:2015 •BIS •CE Certification •ARAI Certification •OCPP 1.6 Certification								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

At present, the Company has not outlined any formal or documented commitments, goals, or targets with defined timelines.

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)**

At Servotech Renewable Power System Limited ("Servotech" or "the Company"), sustainability, responsible business practices and stakeholder value creation continue to remain integral to our long-term growth strategy. During FY 2025-26, the Company further strengthened its focus on clean energy solutions, responsible operations and robust governance, while expanding its presence across the renewable energy and electric mobility ecosystem.

Environmental Stewardship:

During the year, the Company continued to contribute towards India's transition to a low-carbon economy through its solutions in solar energy, electric vehicle (EV) charging infrastructure, energy-efficient products and allied renewable energy applications. Our focus remains on developing and deploying technologies that facilitate greater adoption of clean energy and electric mobility. We continue to explore opportunities to improve resource efficiency, reduce environmental impact across our operations and enhance the sustainability of our products and solutions. As we scale our business, we remain committed to integrating environmental considerations into our operational and strategic decision-making.

Social Responsibility and Inclusive Growth:

Servotech recognises that sustainable growth is closely linked with the well-being and development of its employees, communities and other stakeholders. During FY 2025-26, the Company continued to promote a workplace culture based on equal opportunity, employee development, diversity, health and safety, and respect for human rights. Through its CSR initiatives, the Company continued to support activities aimed at community development and social welfare. Going forward, the Company intends to further strengthen employee engagement, skill development, inclusion and community-oriented initiatives in line with its business growth and social priorities.

Governance, Ethics and Responsible Business:

Strong corporate governance remains a fundamental pillar of Servotech's business philosophy. During the year, the Company continued to strengthen its systems and processes relating to transparency, accountability, ethical conduct, regulatory compliance and stakeholder engagement. The Company remains committed to maintaining appropriate internal controls and risk management mechanisms and to conducting its business in accordance with applicable laws, regulations and established standards of corporate governance. Our approach is focused on creating a culture of integrity and responsible decision-making across the organisation.

ESG Priorities, Targets and Progress:

During FY 2025-26, the Company continued to scale its renewable energy and EV charging businesses while strengthening the foundation for sustainable and responsible growth. Our key priorities include expanding clean-energy and EV charging infrastructure, improving operational efficiency, strengthening ESG-related processes and disclosures, promoting an inclusive workplace and enhancing our contribution towards communities. The Company also remains focused on improving business efficiency and profitability while ensuring that growth is aligned with environmental and social considerations.

Way Forward:

As Servotech enters the next phase of its growth journey, the Company will continue to integrate ESG considerations into its business strategy and decision-making processes. Our focus will be on scaling solutions that support decarbonisation and energy transition, strengthening responsible supply-chain and operational practices, fostering an inclusive and capable workforce, enhancing governance standards and creating sustainable value for all stakeholders. We believe that embedding sustainability into our growth strategy will enable Servotech to build a resilient business while contributing meaningfully to India's clean energy and electric mobility ambitions.

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. Raman Bhatia
 Managing Director
 DIN: 00153827

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, Servotech Renewable Power System Limited has constituted a specified committee of the Board responsible for decision making on sustainability-related issues. The company's Board of Directors has established a Corporate Social Responsibility (CSR) Committee in line with Section 135 of the Companies Act, 2013. This committee oversees the company's sustainability, environment, and social initiatives, ensuring alignment with legal requirements and strategic direction

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																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		

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.

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
Answer									

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)									
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 done 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	2	1. Code of Conduct and Corporate Governance 2. Corporate Social Responsibility	100
Key Managerial Personnel	3	1. Code of Conduct and Corporate Governance 2. SEBI Regulations, Regulatory Changes and Impact	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
Employees other than BoD and KMPs	3	1. Prevenion of Sexual Harassment (POSH) 2. Energy efficiency 3. Skill Upgradation	85.69
Workers	2	1. Fire & Safety 2. Skill Upgradation	69.78

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)"
Penalty/ Fine	1	NSE	Rs. 2,02,960/- (inclusive of GST)	During the year under review, NSE levied fines vide its communications dated August 29, 2025 and November 28, 2025 on account of alleged delayed compliance/non-compliance with Regulation 17(1A) of SEBI (LODR) Regulations, 2015	No
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding fee	NIL	NIL	NIL	NIL	NIL

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)"
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Imprisonment	NIL
Punishment	NIL

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.

Yes, Servotech Renewable Power System Limited has an anti-corruption and anti-bribery policy in place. The company's Code of Conduct and governance documents explicitly state that Servotech prohibits all forms of corruption and bribery. These policies apply to all directors, officers, employees and key value chain partners. The policy mandates that employees must not offer, give, solicit, or receive any form of bribe or corrupt payment, either directly or indirectly, for securing business or any improper advantage. It also outlines strict compliance with applicable anti-corruption laws and requires regular awareness and training for employees to ensure adherence. Violations of the policy are subject to disciplinary action, including termination. Link - <https://investor.servotech.in/corporate-governance/policies.php>

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

	FY 2025-26	FY 2024-25
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
		NIL		NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

NIL

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

	FY 2025-26	FY 2024-25
i) Accounts payable x 365 days	444,737,784,394	172,878,460,552
ii) Cost of goods/services procured	4,931,478,496	4,725,315,724
iii) Number of days of accounts payables	90.18	36.59

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 2025-26	FY 2024-25
Concentration of Purchases	a. i) Purchases from trading houses	0	0
	ii) Total purchases	0	0
	iii) Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. i) Purchases from top 10 trading houses	0	0
	ii) Total Purchases from trading houses	0	0
	iii) Purchases from top 10 trading houses as % of total purchases from trading houses"	0	0
Concentration of Sales	a. i) Sales to dealer / distributors	0	0
	ii) ii) Total Sales	0	0
	iii) iii) Sales to dealer / distributors as % of total sales		
	b. Number of dealers / distributors to whom sales are made	0	0
	c. i) Sales to top 10 dealers / distributors	0	0
	ii) Total Sales to dealer / distributors	0	0
	iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	15.73%	5.15%
	b. Sales (Sales to related parties as % of Total Sales)	1.35%	2.16%
	c. Loans & advances given to related parties as % of Total loans & advances	0.00%	0.00%
	d. Investments in related parties as % of Total Investments made	86.65%	48.41%

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
---	--	--

During the financial year, the Company continued to engage with its value chain partners through regular business interactions and communication on responsible business practices. While no formal awareness programme specifically covering the BRSR Principles was conducted during the year, the Company remains committed to strengthening ESG awareness and responsible business practices across its value chain and will continue to explore structured engagement and awareness initiatives in the coming periods.

2 Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes. Servotech Renewable Power System Limited has appropriate processes and controls in place to identify, prevent and manage potential conflicts of interest involving members of the Board and Senior Management Personnel. The Company's Code of Conduct requires Directors and Senior Management Personnel to act in the best interests of the Company, maintain integrity and transparency, and disclose any actual or potential conflict of interest in a timely manner.

Directors are required to disclose their interests in entities and transactions, wherever applicable, and abstain from participating in discussions or voting on matters in which they may have a conflict, in accordance with applicable laws and the Company's policies. The Company also ensures that requisite disclosures, approvals and procedures, including those relating to related party transactions, are undertaken before entering into transactions with such entities or individuals.

These mechanisms are monitored and implemented as part of the Company's corporate governance framework and are aligned with the applicable provisions of the Companies Act, 2013, SEBI Listing Regulations and the Company's internal policies.

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.

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0	0	As of the current financial year, the company has not tracked specific R&D and capital expenditure allocations towards technologies aimed at improving environmental and social impacts. Efforts are underway to establish mechanisms for monitoring and reporting such investments in the future.
Capex	0	0	

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

yes

b. If yes, what percentage of inputs were sourced sustainably?

62%

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

(a) Plastics (including packaging)	Packaging waste is collected through authorised recyclers / waste-management agencies under the Plastic EPR framework. Waste is segregated, recorded and sent for recycling or authorised disposal.
(b) E-waste	E-waste generated from products is collected through authorised E-waste recyclers in accordance with the E-Waste (Management) Rules, 2022. Records of collection, recycling and disposal are maintained.

(c) Hazardous waste	Hazardous waste is segregated, stored safely and handed over only to authorised recyclers / TSDF facilities in accordance with applicable Hazardous and Other Wastes
(d) other waste.	Battery Waste applicability :Battery Waste is applicable. Used batteries are collected and channelised through authorised recyclers / refurbishers in accordance with the Battery Waste Management Rules, 2022. EPR obligations, records and applicable returns are maintained on the CPCB EPR portal.

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.

For FY 2022-23, EPR was not applicable to the entity's activities. From FY 2023-24 onwards, EPR was applicable for Plastic Packaging and E-waste, with waste collection and channelisation carried out in line with the respective EPR plans/registrations submitted to the concerned regulatory authorities, and applicable EPR returns and records maintained. From FY 2025-26, Battery Waste EPR also became applicable, with battery waste being collected and channelised through authorised recyclers/refurbishers in accordance with applicable EPR requirements. Applicable EPR returns are filed periodically, and recycling/recovery records and EPR/environmental credits are duly accounted for in the respective EPR accounts.

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
Solar Inverters / Solar Products	Generation of e-waste and electronic components at end of life; packaging waste may also be generated.	Products and waste are channelised through authorised recyclers in accordance with applicable EPR requirements.
EV Chargers	E-waste generation and disposal of electrical/electronic components at end of life.	E-waste is segregated and channelised through authorised recyclers; applicable EPR records and returns are maintained.
Lithium-ion Battery / Battery Systems	Potential environmental impact from end-of-life batteries and improper disposal.	Battery waste is collected and channelised through authorised recyclers/refurbishers in accordance with applicable Battery Waste Management requirements.
Manufacturing Operations	Generation of hazardous/non-hazardous waste, including electronic, packaging and process-related waste.	Waste is segregated, safely stored and disposed/ recycled through authorised agencies, with applicable regulatory records maintained.

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:

Particulars	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	As of the current reporting period, the company has not yet compiled data on the quantity of products and packaging reclaimed, reused, recycled, or safely disposed at end-of-life. Systems to track and report this information are being evaluated for future implementation.					
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
Solar Inverters / Solar Products EV Chargers Lithium-ion Batteries / Battery Systems Other Electrical & Electronic Products	The entity does not currently operate a separate product take-back/ reclamation programme for sold products. Accordingly, no products or associated packaging were reclaimed from customers during the reporting period, and the reclaimed quantity as a percentage of products sold was 0%.

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:

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	251	175	69.72%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	64	34	53.13%	0	0.00%	64	100.00%	0	0.00%	0	0.00%
Total	315	209	66.35%	0	0.00%	64	20.32%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	69	43	62.32%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	5	3	60.00%	0	0.00%	5	100.00%	0	0.00%	0	0.00%
Total	74	46	62.16%	0	0.00%	5	6.76%	0	0.00%	0	0.00%

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	73	57	78.08%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	4	2	50.00%	0	0.00%	4	100.00%	0	0.00%	0	0.00%
Total	77	59	76.62%	0	0.00%	4	5.19%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	30	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	3	0	0.00%	0	0.00%	3	100.00%	0	0.00%	0	0.00%
Total	33	0	0.00%	0	0.00%	3	9.09%	0	0.00%	0	0.00%

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
"i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))"	"The Company has not incurred any specific expenditure on employee/ worker well-being measures during the reporting period, apart from regular employee benefit expenses disclosed in the financial statements."

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

Benefits	FY26 Current Financial Year			FY 25 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	62%	0.162%	Y	49%	0.027%	Y
Gratuity	100%	100%	Y	100%	100%	NA
ESI	0.1%	90%	y	1%	92%	y
Others – please specify	NIL	NIL	NIL	NIL	NIL	NIL

3 Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard: **NA**

4 Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. Servotech Renewable Power System Limited is committed to providing equal opportunities and maintaining a diverse, inclusive and non-discriminatory workplace. The Company's policies and governance framework promote equality of opportunity for all employees and prohibit discrimination on the grounds of disability and other protected characteristics, in line with applicable laws, including the Rights of Persons with Disabilities Act, 2016. The Company continues to promote an inclusive work environment and provides equal opportunities in employment, career development and other employment-related matters, subject to applicable requirements. The relevant policy is available on the Company's website at the following link: <https://investor.servotech.in/corporate-governance/policies.php>

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

Benefits	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Gender				
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Permanent Workers	Yes, The Company has established a grievance redressal mechanism across all its locations. The Human Resources Department at each respective location is responsible for addressing employee grievances in a timely and appropriate manner.
Other than Permanent Worker	
Permanent Employees	In compliance with applicable laws, the Company has also constituted a Grievance Committee to oversee and manage grievance-related matters. Additionally, for women employees, the Company has implemented a Prevention of Sexual Harassment (POSH) Policy. Any aggrieved woman may approach the Internal Complaints Committee (ICC), the details of which are prominently displayed at all locations in easily accessible areas.
Other than Permanent Employees	

7 Membership of employees and worker in association(s) or Unions recognised by the listed entity

Category	FY26 Current Financial Year			FY 25 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						
Male						
Female						
Total Permanent Workers						
Male						
Female						
Others – please specify						

NIL

8 Details of training given to employees and workers:

FY26 Current Financial Year						FY25 (Previous Financial Year)				
Category Particulars	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)		Number (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	455	313	68.79%	335	73.63%	250	184	73.60%	181	72.40%
Female	98	73	74.49%	62	63.27%	64	44	68.75%	38	59.38%
Total	553	386	69.80%	397	71.79%	314	228	72.61%	219	69.75%
Worker										
Male	189	112	59.26%	119	62.96%	146	107	73.29%	101	69.18%
Female	14	6	42.86%	8	57.14%	7	4	57.14%	3	42.86%
Total	203	118	58.13%	127	62.56%	153	111	72.55%	104	67.97%

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

	FY26 Current Financial Year			FY25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	455	256	56.26%	250	155	62.00%
Female	98	78	79.59%	64	46	71.88%
Total	553	334	60.40%	314	201	64.01%
Other than Permanent employees						
Male	189	165	87.30%	146	118	80.82%
Female	14	8	57.14%	7	3	42.86%
Total	203	173	85.22%	153	121	79.08%

10 Health and Safety Management System:

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

Yes. Servotech Renewable Power System Limited has implemented appropriate occupational health and safety practices across its operations, including its manufacturing facilities and office locations. The framework covers workplace safety, hazard identification, safety awareness and training, emergency preparedness, and compliance

with applicable health and safety requirements. The Company remains committed to maintaining a safe and healthy working environment for its employees, workers and relevant visitors.

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

Servotech Renewable Power System Limited uses structured processes to identify work-related hazards and assess risks both on a routine and non-routine basis, as part of its occupational health and safety management system. These processes typically include:

- Systematic hazard identification through workplace inspections and audits,
- Risk assessment methodologies to analyze potential safety risks and their impact.
- Scheduled safety training and awareness programs for employees to identify and mitigate hazards.
- Implementation of safety controls and corrective actions based on audit findings.
- Procedures to assess risks associated with new (non-routine) activities or changes in processes.
- Continuous monitoring and review of safety practices to ensure compliance with applicable laws and standards.

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

Yes, Servotech Renewable Power System Limited has processes in place for workers to report work-related hazards and to remove themselves from such risks. The company encourages incident reporting and investigates all reported issues to implement corrective actions and prevent recurrence. This is part of Servotech's comprehensive occupational health and safety management system designed to maintain a safe and healthy workplace for all employees and workers.

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

Yes, Servotech Renewable Power System Limited provides its employees and workers access to nonoccupational medical and healthcare services. The company demonstrates a strong commitment to employee well-being through various comprehensive benefits and initiatives beyond workplace safety, including healthcare and wellness programs.

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

Safety Incident/Number	Category	FY25-26 Current Financial Year	FY24-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	0.72
	Workers	NIL	1.15
Total recordable work-related injuries	Employees	NIL	2
	Workers	NIL	4
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	1
	Workers	NIL	2

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

1. Occupational Health and safety Management, 2. Emergency preparedness, 3. First Aid and medical facility 4. Health and safety training 5. Cleanliness and hygiene 6. Incident report mechanism

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

	FY26 Current Financial Year			FY 25 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	NIL	NIL	NA	2	0	Internal review, resolved quickly
Health & Safety	NIL	NIL	NA	1	0	Handled via safety taskforce

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%
Working Conditions	100%

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.

- Employee refresher training session
- Fire safety upgrade
- Ventilation Enhancement etc.

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)

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 deducted amount has paid time to time through government portal.

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

Particulars	Total no. of affected employees/ worker		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY26 (Current Financial Year)	FY25 (Previous Financial Year)	FY26 (Current Financial Year)	FY25 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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)

Yes

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	NA
Working Conditions	NA

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

- Employee refresher training session
- Fire safety upgrade
- Ventilation Enhancement etc.

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 actively identifies and engages with a diverse range of stakeholders to understand their expectations and incorporate their perspectives into the development of its short-, medium-, and long-term strategies. Key internal and external stakeholder groups identified based on their direct impact on the Company's operations and performance include employees, shareholders, customers, communities, suppliers, government authorities, partners, and vendors. Through ongoing dialogue and collaboration, the Company aims to foster transparent relationships and ensure that stakeholder interests are effectively addressed.

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), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer meets, mailers, brochures, social media, website and feedback.	Ongoing	To ensure good customer relationships. Business Development, Customer Satisfaction and Retention. Understanding customer expectation
Research Analysts	No	"Website, social media, Email, Earnings Call (Conference Call) and forums"	Ongoing	Keep abreast of developments of the Company and understanding Investors Sentiments
Suppliers	No	"Supplier meets, Regular interaction through phone, e-mail and in person, Supplier Assessment, Plant visits, MoU, NDA, trade association meets/seminars, professional networks, product workshops."	Ongoing	Quality, timely delivery of supplies and services and payments.
Regulators	No	Advocacy meetings, Seminars, Webinars with local/ state/ national government and ministries through industry bodies such as Indian Chemical Council.	Ongoing	Appraising the Government about Industry Expectation, challenges faced by Industries etc.
Communities	Yes	Site visits and personal meetings	Ongoing	Understanding the Community and identifying the scope of improving their livelihood through CSR initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meeting, shareholder meets, email, Stock Exchange intimations, investor presentation / analysts investor meet/conference calls, annual report, quarterly results, press release, Company's website, Stock Exchange's website	Quarterly	Keeping Shareholders updated about the Company's business, Answering their queries, understanding shareholders expectation
Employees and Workers	No	"Senior leaders' communication, Setting up KRA, KPI, performance appraisal meetings/ review, exit interviews, union meetings, welfare initiatives, email, circulars, websites, HRMS (System), Presentation, Trainings etc."	Ongoing	"To create an effective communication channel and inform employees on key developments within the Company; align them to the shared purposes of the Company. Taking employee feedback, suggestions, and ideas"

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.

Servotech Renewable Power System Limited has established appropriate mechanisms for stakeholder consultation on economic, environmental and social matters. Stakeholder concerns and feedback are received through channels such as General Meetings, the Stakeholders' Relationship Committee, grievance mechanisms and the Whistle Blower mechanism. Relevant matters are reviewed by the respective Board Committees and, where required, reported to the Board for consideration and appropriate action. The Company also considers stakeholder feedback while formulating and implementing its policies and initiatives, thereby supporting transparent and responsible decision-making.

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. Servotech Renewable Power System Limited considers stakeholder feedback in identifying and managing relevant environmental and social matters. Inputs received from customers, employees, business partners, communities and other relevant stakeholders are considered while reviewing the Company's policies, operational practices and sustainability initiatives, wherever applicable.

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

During FY 2025-26, Servotech Renewable Power System Limited continued to support vulnerable and marginalized stakeholder groups through its CSR initiatives. The Company focused on community welfare and social development activities aimed at addressing identified needs and promoting inclusive and sustainable development.

PRINCIPLE 5

Businesses should respect and promote human rights

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

	FY 2025-26			PY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	315	315	100.00%	310	246	79.35%
Other than permanent	74	74	100.00%	4	2	50.00%
Total Employees	389	389	100.00%	314	248	78.98%
Workers						
Permanent	77	77	100%	151	107	70.86%
Other than permanent	33	33	100%	2	0	0.00%
Total Workers	110	110	100%	153	107	69.93%

- 2 Details of minimum wages paid to employees and workers, in the following format

FY 2025-26						PY 2024-25				
Category Particulars	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)		Number (E)	% (E/D)	No. (F)	% (F/D)
				Employees						
Permanent	315	0	0%	315	100%	310	0	0%	310	100%
Male	251	0	0%	251	100%	246	0	0%	246	100%
Female	64	0	0%	64	100%	64	0	0%	64	100%
Other than Permanent	74	0	0%	74	100%	4	0	0%	4	100%
Male	69	0	0%	69	100%	4	0	0%	4	100%
Female	5	0	0%	5	100%	0	0	0%	0	0
				Worker						
Permanent	77	0	0	77	1	151	0	0	151	1
Male	73	0	0	73	1	144	0	0	144	1
Female	4	0	0	4	1	7	0	0	7	1
Other than Permanent	33	0	0	33	1	2	0	0	2	1
Male	30	0	0	30	1	2		0	2	1
Female	3	0	0	3	1	0		0	0	0

3 a. Details of remuneration/salary/wages, in the following format:

Stakeholder Group	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	2	18959261	1	16500000
Key Managerial Personnel	1	1691256	1	894742
Employees other than BoD and KMP	452	173688575	96	27979083
Workers	189	23694887	14	1643165

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

	FY 2025-26	PY 2024-25
Gross wages paid to females	31712425	24778613
Total wages paid to all the employees	243002811	189206865
Gross wages paid to females as % of total wages	13%	13%

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/No)

NO

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

Servotech Renewable Power System Limited has appropriate mechanisms for addressing grievances relating to human rights, including employee grievance channels and the Whistle Blower mechanism. Complaints are reviewed through the appropriate internal governance channels and, where required, escalated to the relevant management or Board Committee for suitable corrective action. The Company is committed to ensuring confidentiality, fair investigation and timely resolution of such grievances.

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

Benefits	FY26 Current Financial Year			FY 25 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
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

	FY 2025-26	PY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Female employees / workers	0	0
iii) Complaints on POSH as a % of female employees / workers	0	0
iv) Complaints on POSH upheld	0	0

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

Servotech Renewable Power System Limited has established mechanisms to protect complainants from adverse consequences in cases of discrimination and harassment. The Company's POSH and Whistle Blower mechanisms provide for confidentiality and protection against retaliation. Complaints are handled through the designated internal mechanisms and appropriate action is taken in accordance with applicable laws and Company policies.

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

Yes. Servotech Renewable Power System Limited is committed to upholding human rights and ethical business practices across its operations and value chain. The Company incorporates relevant requirements, as applicable, into its business arrangements with suppliers, contractors and other business partners, and expects them to comply with applicable laws, ethical standards and responsible business practices.

10 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	100%
Wages	
Others – please specify	

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

- The entity has implemented strict age-verification protocols during hiring. Contracts now require mandatory submission of age proof. 2. Employment agreements have been revised to clearly outline voluntary nature of employment. Exit interviews and anonymous grievance redressal mechanisms are in place to monitor coercive practices. 3. The Internal Complaints Committee (ICC) is active and trained as per the POSH Act. , 4. Regular internal audits are conducted to ensure minimum wages and payment timelines are strictly adhered to. All salary payments are now processed through bank transfers for transparency.

Leadership Indicators

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

Policies on equal opportunity, non-discrimination, and workplace ethics were updated to align with international human rights standards and displayed across all office premises.

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

Reviewed policies and practices related to wages, working hours, freedom of association, and non-discrimination.

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?

NO

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
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.

NA

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1 Details of total energy consumption (in Giga-Joules) and energy intensity, in the following format:

Parameter	Unit	FY 2025-26	PY 2024-25
From Renewable sources			
Total electricity consumption (A)	GJ	31.54	348.12
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources(c)	GJ	0	0
Total energy consumption from renewable sources (A+B+C)	GJ	31.54	348.12
From non-renewable sources			
Total electricity consumption (D)	GJ	1058.48	1044.25
Total fuel consumption (E)	GJ	22.95	0
Energy consumption through other sources(F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	1081.43	1044.25
Total energy Consumed (A+B+C+D+E+F)		1112.97	1392.37
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)		1.75	2.30
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		3.91	5.31
Energy intensity in terms of physical output		0	0
Energy intensity (optional) – the relevant metric may be selected by the entity			

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

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. The Company's manufacturing facilities/sites have not been identified or notified as Designated Consumers (DCs) under the Government of India's Perform, Achieve and Trade (PAT) Scheme. Accordingly, no PAT-specific energy consumption targets have been assigned to the Company and the Company is not required to report achievement against PAT targets or undertake remedial action under the PAT Scheme. The Company nevertheless monitors energy consumption and implements energy-efficiency and energy-conservation measures across its operations.

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

Parameter	FY 2025-26	PY 2024-25
Water withdrawal by source (In Kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	720
(iii) Third party water	2230.15	1440
(iv) Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2230.15	2160
Total volume of water consumption (in kilolitres)	525.31	2160
Water intensity per rupee of turnover (Total water consumed / Revenue from operations)	8.25	3.68

Parameter	FY 2025-26	PY 2024-25
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)"	1.85	8.24
Water intensity in terms of physical output	0	0
Water intensity (optional) – the relevant metric may be selected by the entity		

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

4 Provide the following details related to water discharged:

Parameter	FY 2025-26	PY 2024-25
Water discharge by destination and level of treatment (in kilolitres)	0	0
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	1704.84	0
No treatment	1704.84	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	1704.84	0

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

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

No. The entity has not implemented a Zero Liquid Discharge (ZLD) mechanism, as the Company's manufacturing/assembly operations are dry processes and do not generate industrial/process wastewater or trade effluent. Water is used only for domestic purposes such as drinking, washing and sanitation. Domestic wastewater is managed through the municipal sewer / septic tank-soak pit system, as applicable. Accordingly, installation or implementation of a dedicated ZLD system is not applicable to the Company's present operations

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	PY 2024-25
NOx	-	-	-
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	unit	FY 2025-26	PY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		No activities were conducted in the current year. Going forward, the company will prioritize emission inventory, calculation, and management initiatives."	
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)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			
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.		NA	

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

Solar Energy: Installation of a 236.5 kW solar power plant at office and basement areas, reducing dependence on grid-based electricity.

Electric Vehicle Adoption: Adoption of battery-operated EVs for official and commercial vehicles, reducing fuel consumption and associated emissions.

Renewable Energy Sourcing: Partial procurement of electricity from renewable energy sources to reduce the Company's carbon footprint.

EV Charging & Clean-Energy Technology: Development and deployment of AC/DC EV chargers, fast-charging systems and battery/storage technologies, supporting the transition to electric mobility.

Afforestation: Plantation of approximately 50 trees in and around Company premises, contributing to carbon sequestration

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

Parameter	FY 2025-26	PY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.01	-
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)	-	-
Total (A+B + C + D + E + F + G + H)	0.01	0
Parameter	FY 2025-26	PY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-

Parameter	FY 2025-26	PY 2024-25
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

Parameter	FY 2025-26	PY 2024-25
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0	0

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. No independent assessment, evaluation or assurance of the waste management data/disclosures has been carried out by an external agency.

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.

The Company follows waste segregation, collection, storage and disposal practices at its establishments. Applicable waste streams, including plastic waste, e-waste and battery waste, are managed through the Company's EPR framework and are channelised to authorised/registered recyclers or agencies, wherever applicable. Domestic/municipal solid waste is segregated and handed over to the concerned municipal/local authority for appropriate disposal. The Company maintains applicable EPR registrations and compliance records for plastic waste, e-waste and battery waste.

The Company's manufacturing operations primarily comprise dry electrical and mechanical assembly, integration, testing and packing and do not involve chemical processing, electroplating or other wet processes. Accordingly, the use and generation of hazardous/toxic chemicals and associated process waste are limited. The Company follows applicable environmental, EHS and waste-management requirements for handling, storage and disposal of hazardous materials/waste and promotes reduction, segregation, recycling and responsible disposal practices

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
1	Kundli, Sonipat (Haryana)	Industrial manufacturing unit – Battery and Medical Equipment	Yes / Complied, as applicable. The Divisional Forest Officer's clarification confirms that the land is not part of notified Reserved Forest/Protected Forest or land closed under Section 4 of the Punjab Land Preservation Act, 1900. The certificate further records that the concerned Killa Nos. are not subject to PLPA 1900 and that the NOC is applicable to the land, not the access/entry-exit route. Other statutory environmental clearances are to be obtained wherever applicable

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
Not Assessed for current year					

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). If not, provide details of all such non-compliances, in the following format:

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
Yes, Complies with all the applicable laws and regulations.				

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following informationoperations

- (i) Name of the area NA
- (ii) Nature of Operations NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	PY 2024-25
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To 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

The Company does not have any manufacturing facility or plant located in an area identified as water-stressed. Accordingly, water withdrawal, consumption and discharge disclosures specific to water-stressed areas are not applicable.

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

Parameter	unit	FY 2025-26	PY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

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

NA

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.

No significant direct or indirect adverse impact on biodiversity has been identified. The reported operations are not located on notified Reserved/Protected Forest land, and no specific biodiversity remediation measures have been necessitated. Applicable environmental requirements continue to be complied with

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	Solar Power Generation	Installation/use of solar power at Company premises to increase renewable-energy utilisation and reduce dependence on conventional grid electricity.	Reduced dependence on conventional electricity and associated GHG emissions.
2	Dry Manufacturing / Assembly Process	Manufacturing activities primarily comprise dry electrical and mechanical assembly, integration, testing and packing, without chemical manufacturing, electroplating, surface treatment, painting, metal melting or dyeing.	No trade effluent/process wastewater generated from the manufacturing process, thereby reducing water pollution and wastewater-treatment requirements
3	Waste Segregation & Authorised Recycling	Waste is segregated at source and applicable waste streams are channelised to authorised/registered recyclers. The environmental documentation specifically provides for segregation and authorised disposal/recycling of e-waste and other waste	Improved waste recovery/ channelisation and reduced risk of uncontrolled disposal.
4	EPR-based Waste Management	EPR mechanisms are maintained for applicable plastic waste, e-waste and battery waste, with applicable waste channelised through the prescribed EPR/ authorised-recycler framework.	Regulatory-compliant recovery/ recycling mechanism and improved traceability of applicable waste streams.
5	Pollution-Control Measures for Manufacturing	The environmental DPRs provide for measures such as ventilation, fume extraction, dust collection, fire-safety systems, DG-set stack compliance and appropriate waste handling, depending on the activity.	Reduction/control of potential air emissions, fumes and occupational/ environmental pollution risks.

S.No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	DG Set Emission & Noise Controls	Applicable DG sets are provided with prescribed stack-height/emission controls and acoustic/noise-control measures and are operated in accordance with applicable CPCB requirements	Controlled DG emissions and reduced noise impact.
7	Plastic Waste Management	Plastic packaging/waste is managed through applicable Plastic Waste Management Rules/ EPR mechanisms, including segregation and regulatory channelisation.	Improved plastic waste segregation, traceability and recycling/disposal through the prescribed mechanism.
8	Energy-Efficient / Clean-Energy Product Portfolio	The Company's portfolio includes EV charging infrastructure, solar systems, battery/storage solutions and power-conversion products, supporting renewable energy adoption and electrification	Supports resource-efficient and lower-carbon energy/mobility applications

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

Yes. Servotech has established business continuity and disaster preparedness mechanisms integrated with its Occupational Health & Safety Management System. The framework covers hazard identification and risk assessment, emergency response, fire and electrical safety, incident reporting, employee training, internal safety inspections and periodic mock drills. Corrective and preventive actions are implemented based on identified risks and incidents, with continuous monitoring and review of safety practices. The system extends across manufacturing facilities and office locations and covers employees, workers and relevant visitors. These measures are intended to support effective emergency response, minimise operational disruption and ensure safe recovery and continuity of critical business activities

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.

Yes. Servotech has established business continuity and disaster preparedness mechanisms integrated with its Occupational Health & Safety Management System. The framework covers hazard identification and risk assessment, emergency response, fire and electrical safety, incident reporting, employee training, internal safety inspections and periodic mock drills. Corrective and preventive actions are implemented based on identified risks and incidents, with continuous monitoring and review of safety practices. The system extends across manufacturing facilities and office locations and covers employees, workers and relevant visitors. These measures are intended to support effective emergency response, minimise operational disruption and ensure safe recovery and continuity of critical business activities

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

Not assessed for current year.

8 How Many green credits have been generated or produced

a By the listed entity	Nil
b By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

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.

Nil

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)
		Nil

- 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

Name of authority	Brief of the case	Corrective action taken
		There are no cases of anti-competitive conduct on the Company in FY 2025-26

Leadership Indicators

- 1 Details of public policy positions advocated by the entity:

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
					NA

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	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
					NA

- 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	Amounts paid to PAFs in the FY (In INR)
						NA

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

Servotech Renewable Power System Limited has set up clear channels for community members to share concerns or feedback, including direct contact with the CSR Committee via email or written complaints. The company reviews all community grievances, investigates issues, and takes corrective action if needed. Community feedback and resolutions are reported to senior management and the Board, ensuring transparency and accountability in handling such matters.

- 4 Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 2025-26	PY 2024-25
Directly sourced from MSMEs/ small producers	8%	38%
Directly from Within India	90%	83%

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 2025-26	PY 2024-25
Rural		38%
% of Job creation in Rural areas	0%	0
Semi-urban		
% of Job creation in Semi-urban areas	70%	0
Urban		
% of Job creation in Urban areas	0%	0
Metropolitan		
% of Job creation in Metropolitan areas	30%	0

(Place to be categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

Leadership Indicators

1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

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 INR)
		NA	

- 3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- No. The Company does not currently have a formal preferential procurement policy specifically providing preference to suppliers belonging to marginalised or vulnerable groups.
- (b) From which marginalized /vulnerable groups do you procure?
- Not applicable. During the previous year, certain suppliers were reported as women-led enterprises based on information available at that time. Upon review, the Company observed that supplier ownership/control and classification as marginalised or vulnerable groups were not separately verified or tracked. Accordingly, such suppliers have not been classified under this category during the current year.
- (c) What percentage of total procurement (by value) does it constitute?
- Not ascertainable, as procurement from suppliers owned or controlled by persons belonging to marginalised or vulnerable groups is not separately identified and tracked.
- Note:** In the previous year, the Company reported procurement from women-led enterprises. During the current year, the Company refined its reporting methodology and determined that “women-led” status, by itself, may not establish ownership or control by persons belonging to marginalised or vulnerable groups. Further, the Company does not have a formal preferential procurement policy for such suppliers. Accordingly, the current-year disclosure has been presented based on the refined methodology.

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

S.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Amount Benefit shared (Yes / No) nt spent (In INR)	Basis of calculating benefit share

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

Name of authority	Brief of the Case	Corrective action taken

6 Details of beneficiaries of CSR Projects:

S.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
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Please refer Annexure C of the Board's Report forming part of Annual Report regarding CSR activities undertaken by the Company.

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

Servotech Renewable Power System Limited has established multiple mechanisms to receive and respond to consumer complaints and feedback, ensuring transparency and prompt grievance redressal. Consumers can reach out directly via dedicated email addresses (such as customercare@servotechindia.com and investor_relations@servotechindia.com) and official contact numbers for specific queries, service requests, or complaints. The company's website provides a "Contact Us" section allowing customers to submit remarks or concerns, and also lists direct lines for sales and service support. For investor and shareholder grievances, the contact details of the Company Secretary are provided for prompt resolution. All formal complaints and feedback are recorded, acknowledged, and directed to the relevant department or committee for timely investigation and appropriate action.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Relevant details are not available for current financial Year
Safe and responsible usage	
Recycling and/or safe disposal	

3 Number of consumer complaints in respect of the following:

Number of consumer complaints in respect of the following:	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Results communicated in public domain (Yes / No)	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

S.No	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	-

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.

Yes, Servotech Renewable Power System Limited has a framework and policy regarding cyber security and data privacy. The company's official Privacy Policy states its commitment to protecting the privacy and security of personal data, and explicitly mentions the adoption of appropriate technologies and procedures that align with international standards for data security. This policy is regularly reviewed and updated as needed to address evolving business and regulatory requirements. The Privacy Policy outlines the measures taken for information security, cookies management, procedures for protecting user data, and adherence to relevant laws. You can access Servotech's Privacy Policy here: <https://www.servotech.in/privacy-policy>

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.

No such incident.

7 Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NA

Leadership Indicators

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

Information about Servotech Renewable Power System Limited's products and services is available through these official channels:

Main website: <https://www.servotech.in>

Online store: <https://shop.servotech.in>

Product-specific pages:

Solar products: <https://www.servotech.in/solar-products>

Power backup solutions: <https://www.servotech.in/power-backup>

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

Servotech Renewable Power System Limited takes multiple steps to inform and educate consumers about the safe and responsible usage of its products and services. The company runs nationwide educational campaigns and television commercials, such as the "Bijli Ki Smart Bachat" campaign, aimed at helping consumers understand the benefits of solar energy and safe product adoption, especially for new users in rural and urban markets. These campaigns are broadcast across traditional and digital media, including national TV and online platforms, to reach a broad audience and simplify the concepts of installation, safe operation, and cost-saving benefits of

solar technology.

Additionally, Servotech actively collaborates with electricity distribution companies (DISCOMs) under government schemes like the PM Surya Ghar Muft Bijli Yojana, which includes consumer awareness programs and support for compliance with safety standards when installing solar solutions. Product manuals, website FAQs, blog posts, and real-time customer support further provide guidance on safe setup, usage, and maintenance. Features such as safety indicators, clear LCD displays, and in-built protective mechanisms in their products are also explained in user materials for ease of understanding and responsible handling.

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

Servotech Renewable Power System Limited has established clear mechanisms to inform consumers about any risk of disruption or discontinuation of its essential services. The company communicates such information through multiple official channels, including direct emails, phone notifications, updates on their official website, and social media announcements. For widespread or critical disruptions, notices are published in the "News & Announcements" section of their website and through press releases to keep customers promptly informed. Additionally, customer support teams and helplines are available to provide real-time updates and guidance during any service interruptions, ensuring consumers have access to essential information and assistance in a timely manner.

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)

The Company complies with all applicable regulations regarding product information disclosure. It provides comprehensive details such as specifications, usage instructions, safety precautions, and environmental impact on labels, packaging, and documentation to support informed customer decisions. Committed to transparency and continuous improvement, the Company actively gathers feedback through surveys and maintains open communication to enhance customer satisfaction and trust.