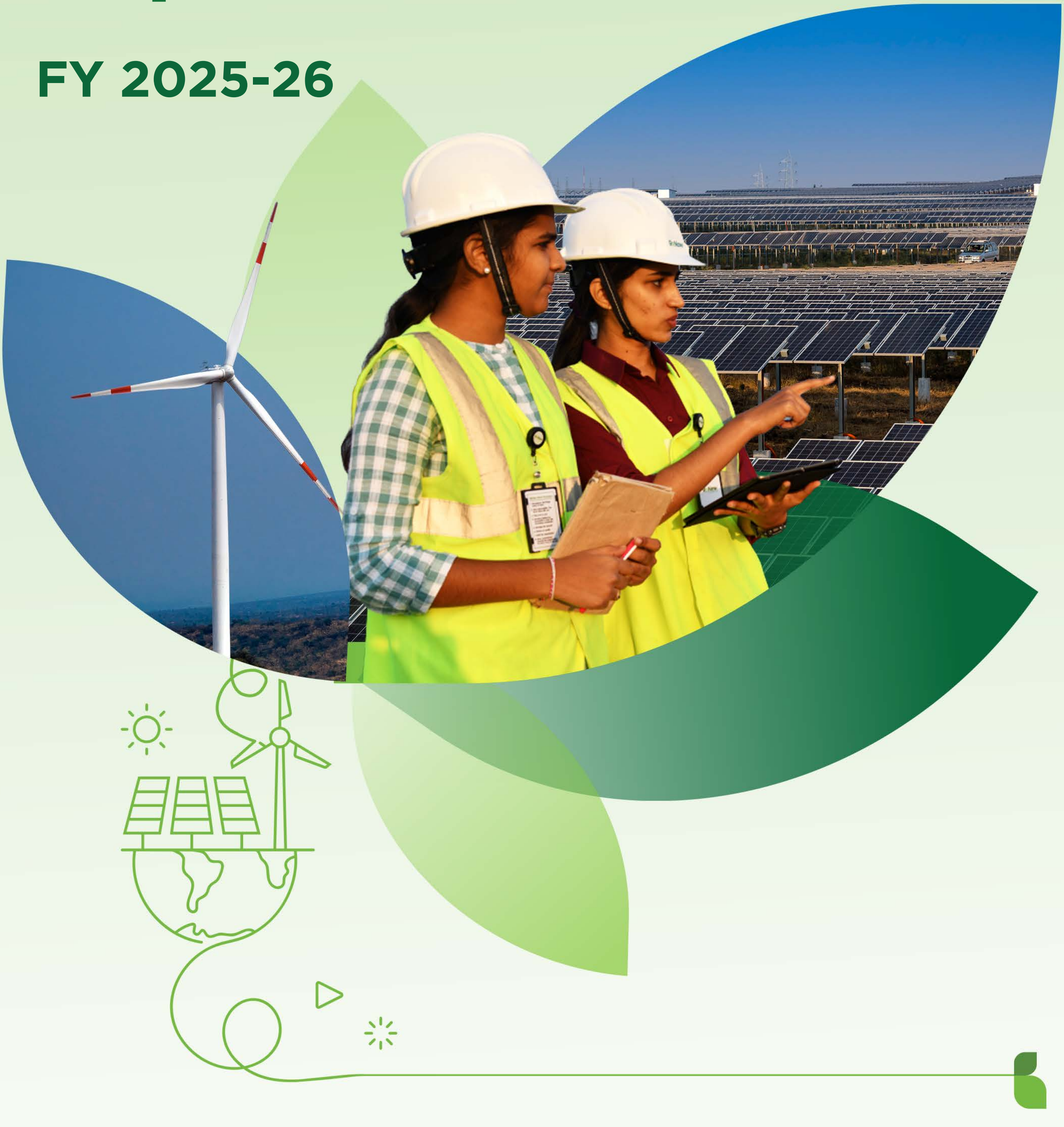
ReNew

Business Responsibility & Sustainability Report

FY 2025-26



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

ReNew is a leading decarbonisation solutions company listed on Nasdaq (Nasdaq: RNW, RNWWW). **With a clean energy portfolio of ~20 GW (including 1.6 GW/5.9 GWh of BESS), ReNew is among the largest clean energy companies globally. We also have 6.4 GW of solar module and 2.5 GW of solar cell manufacturing capacities and are further strengthening our integrated manufacturing capabilities through the expansion of an additional 4 GW of TOPCon solar cell facility and the development of a 6.5 GW ingot-wafer manufacturing facility.** At ReNew, sustainability is integral to how we create long-term value and support India's clean energy transition. As our business expands across clean energy generation, solar manufacturing, energy storage, and emerging decarbonisation solutions, we remain committed to conducting our operations responsibly, transparently, and with due regard for the interests of all stakeholders. While ReNew is currently not mandated to publish a Business Responsibility and Sustainability Report (BRSR), we have chosen to adopt the framework voluntarily as part of our commitment to high standards of governance, accountability, and disclosure.

Developed by the Securities and Exchange Board of India (SEBI), the BRSR is the principal framework for reporting on environmental, social, and governance (ESG) performance and is anchored in the National Guidelines on Responsible Business Conduct (NGRBC). This report presents ReNew's approach, performance, and progress across the nine principles of responsible business conduct, providing stakeholders with a comprehensive view of how sustainability considerations are embedded within our strategy, operations, and decision-making. Through these disclosures, we seek to strengthen transparency, build stakeholder confidence, and demonstrate our commitment to responsible and sustainable growth.

BRSR Core Framework - Data Templates

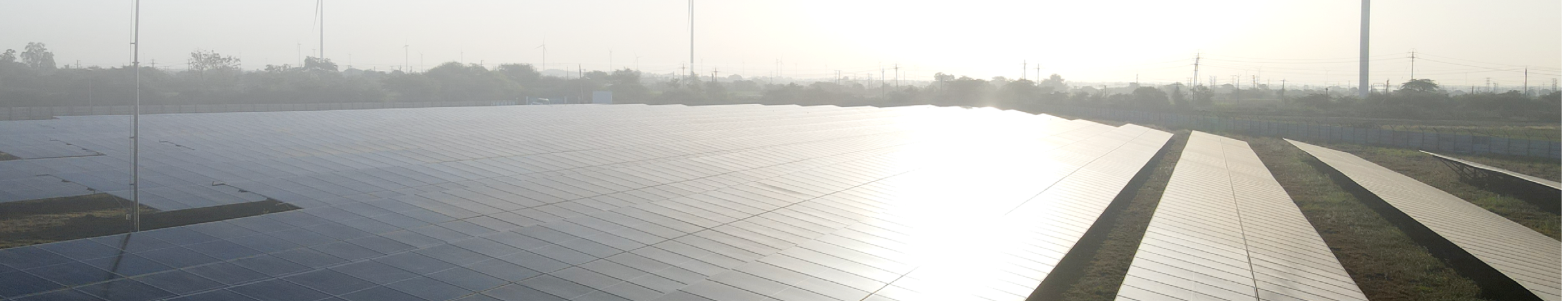
Section A - General Disclosures
Section B - Management & Process Disclosures
Section C - Principle wise performance Disclosures

BRSR Principles

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable
PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders
PRINCIPLE 5: Businesses should respect and promote human rights
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment
PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
PRINCIPLE 8: Businesses should promote inclusive growth and equitable development
PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Note: Few figures have been reinstated for FY 2024-25

Section A: Q25
Section C: Principle 1- Essential Indicators- Q8
Principle 3- Essential Indicators- Q1(C), Q11 & Leadership Indicators- Q3
Principle 5- Essential Indicator- Q1, Q3(b)
Principle 6- Essential Indicator- Q1, Q2, Q7, Q9



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	13220321
2.	**Name of the Listed Entity**	ReNew Energy Global Plc
3.	**Year of incorporation**	2021
4.	**Registered office address**	C/O Vistra (UK) Ltd, Suite 3, 7th Floor, 50 Broadway, London, England, SW1H 0DB, United Kingdom
5.	**Corporate address**	Commercial Block-1, Golf Course Road, DLF City, Zone 6, Sector 43, Gurugram, Haryana 122009
6.	**E-mail**	ir@renew.com | info@renew.com
7.	**Telephone**	91 124 489 6670/80
8.	**Website**	https://www.renew.com/
9.	**Financial year for which reporting is being done**	FY 2025-26
10.	**Name of the Stock Exchange(s) where shares are listed**	National Association of Securities Dealers Automated Quotations (NASDAQ)
11.	**Paid-up Capital**	As of March 31, 2026, 246,038,922 Class A Ordinary Shares par value $0.0001 per share, one Class B Ordinary Share par value $0.0001 per share, 118,363,766 Class C Ordinary Shares par value $0.0001 per share, one Class D Ordinary Share par value $0.0001 per share and 50,000 Redeemable Preference Shares par value GBP 1.00 per share, were issued and outstanding. As of March 31, 2026, the Company held 38,698,288 Class A Ordinary Shares par value $0.0001 per share as treasury shares.
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. Vaishali Nigam Sinha, Co-founder – ReNew & Chairperson – Sustainability
13.	**Reporting boundary -** Are the disclosures under this report made on a standalone basis(i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The report is done on Consolidated Basis (In case of any exceptions, they have been highlighted against the respective indicators)
14.	**Name of assurance provider**	Ernst and Young Associates LLP
15.	**Type of assurance obtained**	Limited assurance on GHG and GRI indicators and Integrated Report. Please refer our assurance statement available on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

II. Products/services

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

S.No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Generation	Renewable Energy Generation from Hydro, Wind and Solar	66.72%
2	Manufacturing	Solar Manufacturing	30.9%

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

S.No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Renewable Energy Generation (hydro, wind and solar)	3510	66.72%
2	Manufacturing	Solar Cell- 261101 Solar Module- 261102	30.9%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	150+	14	164+
International	-	1	1

19. Markets served by the entity:

a.	**Number of locations**	
	National (No. of States)	All States (we provide electricity to the state and national grid)
	International (No. of Countries)	-
b.	**What is the contribution of exports as a percentage of the total turnover of the entity?**	-
c.	**A brief on types of customers**	ReNew caters to a diversified customer base across its value chain, primarily government (B2G), Commercial & Industrial (C&I) seeking renewable energy solutions. Through its solar manufacturing business, ReNew serves enterprises with high-quality, made-in-India solar modules and cells. For more details refer to the 'Customers' on Page 222 of ReNew's Annual Integrated Report FY 2025-26.

IV. Employees

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)	3,282	2,665	81%	617	19%
2	Other than Permanent (E)	10	8	80%	2	20%
3	**Total employees (D + E)**	3,292	2,673	81%	619	19%
	Workers					
4	Permanent (F)	1,103	986	89%	117	11%
5	Other than Permanent (G)	191	121	63%	70	37%
6	**Total workers (F + G)**	1,294	1,107	86%	187	14%

b. Differently abled Employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
	Differently abled employees					
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	**Total differently abled employees (D + E)**	0	0	0%	0	0%
	Differently abled workers					
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	**Total differently abled workers (F + G)**	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	9	2	22%
Key Management Personnel	4	0	0%

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	23.1%	23%	23.1%	35.5%	24.5%	33.7%	22%	22%	22%
Permanent workers	44.2%	42.4%	44.0%	58.3%	32.4%	55.8%	8%	9%	8%

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

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

The significant subsidiaries of ReNew Global are listed below. ReNew Global holds securities in these material subsidiaries either directly or through ReNew India (or its subsidiaries).

Sr. No	Name	Country of Incorporation and place of business address	Nature of business	Proportion of ordinary shares held by ReNew Global
1	ReNew Private Limited ("RPL") (Formerly known as ReNew Power Private Limited)	India	Renewable Energy	94.01%
2	ReNew Energy Markets Private Limited (Formerly known as ReNew Vayu Power Private Limited)	India	Renewable Energy	94.01%
3	ReNew Photovoltaics Private Limited (Earlier known as ReNew Saksham Urja Private Limited)	India	Manufacturing of Power Equipments	94.01%
4	**ReNew Surya Roshni Private Limited	India	Renewable Energy	94.01%
5	3E NV	Belgium	Software Solutions	70.63%
6	India Clean Energy Holdings	Mauritius	Investor Company	100.00%
7	Diamond II Limited	Mauritius	Investor Company	100.00%

***Mitsui Power India Co Ltd holds 100% of Compulsory Convertible Debentures (CCDs) of ReNew Surya Roshni Private Limited.*

VI. CSR Details

24.

I	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)- No*
II	Turnover (in Rs.)- 1,32,196 million
III	Net worth (in Rs.)- 1,44,396 million * CSR is applicable for our India based SPVs. To read more about our CSR interventions refer to "Communities" on Page 230 in ReNew's Annual Integrated Report FY 2025-26.

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, Then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 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 reso-lution at close of the year	Remarks
Communities	Yes, Stakeholder Engagement Policy	Nil	Nil	NA	Nil	NA	-
Investors (other than shareholders)	Yes, Stakeholder Engagement Policy	Nil	Nil	NA	Nil	NA	-
Shareholders	Yes, Stakeholder Engagement Policy	Nil	Nil	NA	Nil	NA	-
Employees and workers	Yes, POSH Policy	7	1#	NA	4	0	-
	Whistleblower Policy	12	0	NA	8	0	
Customers	Yes, Stakeholder Engagement Policy	319*	3**	NA	15	0	--
Value Chain Partners	Yes, Whistleblower Policy	2	0	NA	5	0	
Other (please specify)	-	-	-	-	-	-	-

#One pending case filed in March, 2026 has now been completely resolved. All cases filed in FY 2025-26 are resolved as of August, 2026.
**Manufacturing: 307; C&I: 12*
***Manufacturing: 2; C&I: 1*

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. All the references below are from ReNew's Annual Integrated Report FY 2025-26.

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.	**Climate Change**	Risk and Opportunity	**Risk** • Physical risks such as extreme weather events impacting asset performance • Transition risks from policy changes, shifting subsidies, and carbon regulations • Technology obsolescence risk from rapid advancements in renewable technologies • Land and resource constraints may limit future expansion **Opportunity** • Strong demand driven by energy transition, energy security, and corporate decarbonisation needs • Growth across emerging areas such as storage, green hydrogen, and carbon markets	Refer to Page 151 of Environment Pillar – Climate Strategy: Emission & Energy	Negative and Positive
2.	**Emissions and Energy Management**	Opportunity	**Opportunity** • Increasing share of renewable energy in operations reduces carbon intensity and operating costs • Adoption of energy efficiency measures improves productivity and resource optimisation • Integration of internal carbon pricing supports better capital allocation decisions • Transition towards cleaner energy in manufacturing enhances ESG positioning and investor confidence • Opportunity to lead in low-carbon manufacturing within the renewable energy sector	Refer to Pages 152 - 153 - Environment Pillar – GHG Emissions Management and Energy Management	Positive
3.	**Water Management**	Risk	• Water scarcity may disrupt manufacturing and operations • Regulatory risks from exceeding extraction limits or discharge norms • Potential contamination of soil and water resources	Refer to Pages 156 - Environment Pillar – Water Management	Negative
4.	**Circular Economy and Waste Management**	Risk and Opportunity	**Risk** • Evolving EPR obligations and lack of mature recycling ecosystem • Uncertainty around future compliance costs and infrastructure readiness **Opportunity** • Circular design and recycling enable recovery of valuable materials • Opportunity to establish leadership in renewable waste management	Refer to Pages 160 and 163 of Environment Pillar – Waste Management and Circularity and Sustainable Product Stewardship	Negative and Positive
5.	**Biodiversity Conservation**	Risk	**Risk** • Regulatory restrictions and environmental clearance delays • Degradation of ecosystem services impacting operations	Refer to Pages 166-169 of Environment Pillar – Biodiversity Conservation	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	**Health and Safety**	Risk	**Risk** • Safety incidents may cause delays, regulatory action, and reputational impact • Expansion increases exposure to highrisk activities	Refer to Page 196 - of Social Pillar – Occupational Health and Safety	Negative
7.	**Sustainable Supply Chain**	Risk and Opportunity	**Risk** • Supply disruptions from geopolitical and commodity volatility • Supplier ESG maturity gaps affecting overall sustainability performance • Risk to climate targets due to rising supply chain emissions **Opportunity** • Green sourcing and supplier engagement improve sustainability outcomes • Localisation and diversification strengthen resilience	Refer to Page 212 - of Social Pillar – Sustainable Supply Chains	Negative and Positive
8.	**Employee Engagement & Development**	Opportunity	**Opportunity** • Strong learning and development ecosystem enables capability building in a rapidly growing renewable energy sector • Positioning as an employer of choice helps attract and retain skilled talent in a competitive market • Continuous skill development and leadership programmes support internal talent pipeline and succession planning • Purpose-driven culture and employee engagement initiatives strengthen retention and organisational performance	Refer to Pages 192 of Social Pillar – Enhancing Employee Engagement and Well-being	Positive
9.	**Labour Management**	Risk	**Risk** • High and rising workforce turnover, particularly among workers, creates significant execution and productivity risks • Loss of skilled labour may impact project timelines, quality, and safety performance amid rapid capacity expansion • Dependence on contractor workforce increases operational risk due to indirect control over working conditions • Lack of formal worker representation may lead to unresolved issues escalating through attrition rather than dialogue	Refer to Pages 194 - 193 and 199 of Social Pillar – Upholding Ethics, Rights and Workplace Accountability and Hazard Identification and Risk Assessment (HIRA)	Negative
10.	**Community Engagement**	Opportunity	**Opportunity** • Strong engagement supports smoother land acquisition and project execution • Enhances social license to operate	Refer to Page 230 of Social Pillar – Communities	Positive
11.	**Diversity and Inclusion**	Opportunity	**Opportunity** • Expanding renewable energy workforce creates opportunity to proactively build a diverse talent pipeline	Refer to Page 188 of Social Pillar – Advancing Diversity, Equity and Inclusion (DE&I)	Positive
12.	**Human Rights**	Risk	**Risk** • Increasing global regulatory scrutiny on supply chain traceability and labour standards • Exposure to compliance risks under international frameworks and lender requirements • Gaps in coverage across extended workforce and lower-tier suppliers may create oversight risks	Refer to Page 194 of Social Pillar – Upholding Ethics, Rights and Workplace Accountability	Negative
13.	**Innovation**	Risk and Opportunity	**Risk** • Not keeping pace with technological innovation wrt peers may lead loss of competitiveness and hence the market share **Opportunity** • Enables development of storage and hybrid energy solutions • Strengthens operational efficiency and market competitiveness	Refer to Page 72 of Operational Excellence and Strategy – Responsible Innovation	Negative and Positive
14	**Policy Advocacy & Thought Leadership**	Risk and Opportunity	**Risk** • Policy uncertainty and regulatory changes may impact project timelines and financial returns • Delays in approvals or shifts in government priorities can affect pipeline execution • Misalignment with evolving policy direction may reduce competitiveness **Opportunity** • Active engagement helps shape favourable regulations and long-term policy stability • Ability to influence emerging areas such as carbon markets, storage policies, and green hydrogen • Strengthens relationships with regulators and improves access to new opportunities	Refer to Page 62 of Operational Excellence and Strategy – Shaping Policy and Global Thought for Decarbonisation at Scale	Negative and Positive

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)
15.	**Business Ethics**	Risk and Opportunity	**Risk** • Exposure to multi-jurisdictional anticorruption 16.and governance regulations increases compliance complexity • Extensive interaction with government bodies and regulatory authorities creates inherent corruption and bribery risks • Political contributions and conflictof-interest situations may attract stakeholder scrutiny and reputational risk • Any breach of ethical standards could lead to legal penalties, project delays, loss of stakeholder trust, and restricted access to capital **Opportunity** • Strong ethical governance enhances trust with investors, regulators, and financing institutions • Transparent practices improve access to capital, including green finance and DFI funding • Ethical track record supports smoother regulatory approvals and government partnerships	Refer to Page 115 - of Governance Pillar – Business Ethics	Negative and Positive
16.	**Cybersecurity & Data Privacy**	Risk and Opportunity	**Risk** • Cyber threats may disrupt operations and compromise sensitive data • Expanding digital infrastructure increases attack surface • Regulatory obligations increase compliance complexity **Opportunity** • Strong cybersecurity systems enhance trust and operational resilience • Protects critical infrastructure and stakeholder data	Refer to Page 78 of Operational Excellence and Strategy – Data Privacy and Cybersecurity	Negative and Positive
17.	**Risk Management**	Risk	**Risk** • Exposure to multiple strategic and operational risks including climate variability, project delays, and regulatory changes • Macroeconomic volatility and supply chain disruptions may impact costs and timelines • Talent attrition, safety incidents, and cybersecurity threats add to enterprise risk exposure • Expanding and diversifying business increases complexity, requiring continuous evolution of risk systems	Refer to Page 130 of Governance Pillar – Risk Management	Negative
18.	**Compliance Management**	Risk	**Risk** • Large number of regulatory changes increases complexity • Expansion into manufacturing and new businesses increases compliance exposure	Refer to Page 114 and 116 of Governance Pillar – Strategic Policy Framework, Key Policies and Standards, and Compliance Management for our policies and efforts in place to ensure non-compliance	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1. a	**Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	**Has the policy been approved by the Board? (Yes/ No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	**Web Link of the Policies, if available**	https://www.renew.com/disclosures-and-reporting								
	Code of Business Conduct & Ethics	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Whistleblower Policy	✓		✓	✓	✓			✓	✓
	Human Rights Policy	✓		✓	✓	✓		✓		
	Sustainability Code of Conduct for Suppliers	✓	✓	✓	✓	✓	✓		✓	
	Diversity & Inclusion Policy			✓	✓	✓			✓	
	CSR Policy				✓				✓	
	Gender Pay Parity Policy			✓		✓				
	POSH Policy			✓		✓				
	Equal Opportunity & Anti Discrimination Policy	✓		✓	✓	✓				
	Biodiversity Policy		✓				✓			
	ESG Policy	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Stakeholder Engagement Policy		✓	✓	✓			✓	✓	✓
	Board Diversity Policy	✓								
	Data Privacy Policy	✓								✓
	OHS Policy		✓	✓	✓					
	Waste Management Policy		✓				✓			
	Water Management Policy		✓				✓			
	Environmental Policy		✓				✓			
	Information Security Policy	✓								✓
	Insider Trading Compliance Policy	✓								
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, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	ISO 9001, ISO 14001, and ISO 45001 certified sites; IEC 61215, IEC 61730, UL 61730, BIS IS 14286, IS 61730 backed operations; Environment Product Declaration (EPD) verified in accordance with ISO 14025:2006 and EN 15804:2012+A2:2019/ AC:2021 for M10, 144 Cell TOPCon, Bi-Facial Solar Module; Information Security Management VSystem (ISMS) certified under ISO 27001:2022, LEED Gold Certified manufacturing facilities at Jaipur and Dholera, adherence to IFC Performance Standards, United Nations Global Compact (UNGC) Principles, United Nations Sustainable Development Goals (UNSDGs), India Business and Biodiversity Initiative (IBBI), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), S&P Global Corporate Sustainability Assessment (CSA), Science Based Targets initiative (SBTi), Carbon Disclosure Project (CDP), IFRS S2, Task Force on Climate-related Financial Disclosures (TCFD) and Task Force on Nature-related Financial Disclosures (TNFD).								
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	Please refer to 'ReSTART Targets and Progress' on Page 126 of ReNew's Annual Integrated Report FY 2025-26.								
6.	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	Please refer to 'ReSTART Targets and Progress' on Page 126 of ReNew's Annual Integrated Report FY 2025-26.								
	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)**	Please refer to "Reflections from the Chairman and CEO" on Page 8 of ReNew's Annual Integrated Report FY 2025-26.								
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	The Board of ReNew is the highest authority responsible for the oversight of the implementation of Business Responsibility policies. Mr. Sumant Sinha, Founder, Chairman and CEO is the highest authority responsible for implementation of all policies								
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. The ESG Committee assists the Board in overseeing the Company's ESG (Environmental, Social and Governance) vision, strategy and targets, and in monitoring their effective implementation across the organisation. The Committee reviews and discusses with management the Company's ESG strategy, including associated risks, mitigation measures, key initiatives and supporting policies, and monitors progress against established goals. It provides guidance on ESG priorities, including strengthening internal systems, fostering an ESG-oriented culture, and overseeing ESG reporting and ratings. The Committee also ensures appropriate disclosures and reporting of ESG performance, regularly updates the Board on its activities and undertakes periodic self-evaluation. Climate-related matters are considered as part of the broader environmental responsibilities under ESG.								

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

		P1	P2	P3	P4	P5	P6	P7	P8	P9	
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.**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The processes and compliances are subject to scrutiny by internal auditors and regulatory bodies, as applicable. From both best practices and risk management perspectives, policies are periodically evaluated and updated by various department heads and business leaders, and subsequently approved by the Management/Board.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable since the policies of the Company cover all Principles on NGRBCs.								
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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	5	During FY 2025-26, the Board participated in ESG-focussed masterclasses and familiarisation sessions covering emerging developments, offering insights on underlying principles.	100%
Key Managerial Personnel	10	ESG-focussed masterclass, Double Materialilty, Code of Business Conduct & Ethics	100%
Employees other than BoD and KMPs	697	Learning & Development, Safety	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	During the course of the year, no fines were paid having a material impact.				
Settlement					
Compounding fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	During the reporting year, no fines related to corruption or bribery were imposed, and there were zero convictions.			
Punishment				

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
Not Applicable	

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

Yes, ReNew maintains a strong commitment to ethical business conduct and compliance with applicable anti-corruption and anti-bribery regulations across all geographies in which it operates. As outlined in its Code of Conduct, the Company adheres to relevant anti-corruption legislation, including the Foreign Corrupt Practices Act (FCPA), the UK Bribery Act (UKBA), the India Prevention of Corruption Act (CPA), and other applicable local laws.
The Code of Conduct establishes a zero-tolerance approach towards bribery, corruption, kickbacks, and any form of improper inducement. Employees, directors, and representatives of the Company are strictly prohibited from offering, promising, authorising, soliciting, or accepting anything of value, either directly or indirectly, to improperly influence business decisions, secure undue advantages, or obtain or retain business.

Through its governance framework, compliance policies, and employee awareness initiatives, the Company seeks to foster a culture of integrity, transparency, and accountability. These measures support responsible business practices, mitigate corruption-related risks, and reinforce the Company's commitment to ethical conduct and sustainable value creation.
Refer to ReNew's Code of Business Conduct & Ethics here.

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	There were no reported cases of bribery or corruption involving Directors, Key Managerial Personnel, Employees, or Workers during FY 2025-26 and FY 2024-25, and accordingly, no actions were taken by any law enforcement agencies.	
KMPs		
Employees		
Workers		

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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.**

Not applicable

8. **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:**

Parameters	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchaes	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	6.80%	NA
	b. Number of dealers / distributors to whom sales are made	21	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	92%	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)*	INR 17,190 million	INR 29,870 million
	b. Sales (Sales to related parties / Total Sales)	38% (INR 25,214 million)	73% (INR 29,807 million)
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	No such loan and advance given by RPVPL to any of its related party(ies) in FY 25 & FY 26.	No such loan and advance given by RPVPL to any of its related party(ies) in FY 25.
	d. Investments (Investments in related parties / Total Investments made)	RPVPL has not done any investment in any of its related party(ies) in FY 25 & FY 26.	RPVPL has not done any investment in any of its related party(ies) in FY 25.

**The reported purchases comprise only Opex-related purchases.*
RPVPL refers to ReNew Photovoltaics Private Limited, a wholly owned subsidiary of ReNew Global.

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
3 awareness sessions - 2 sessions for Tier-1 and 1 session for Tier 2 suppliers. We are currently collaborating with UNGC to develop a comprehensive ESG capacity-building program for the MSME sector.	1. ESG strategy 2. Supply Chain Sustainability 3. Health and Safety	100% of critical suppliers covered

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, for more details please refer to 'Conflict of Interest' section on Page 2 of 'Code of Business Conduct & Ethics.'

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

Essential Indicators

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

	Current Financial Year (FY 2025-26)	Previous Financial Year (FY 2024-25)	Details of improvements in environmental and social impacts
R&D	100%	100%	Investing in research and development drives innovation in clean technologies, improves operational efficiency, and helps ReNew sustain its competitive advantage.
CAPEX	100%	100%	Strategic capital investments allow ReNew to scale up its renewable energy capacity, upgrade infrastructure, and support sustainable long-term value creation.

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?**

100% of inputs were sourced sustainably.

ReNew has implemented a comprehensive Supplier Code of Conduct that establishes clear expectations for ethical business practices, environmental responsibility, human rights protection, and social performance across its value chain. This framework guides supplier relationships and supports the integration of sustainability considerations into procurement and supply chain management processes.

ReNew is focused on developing resilient, responsible, and circular supply chains by promoting sustainable sourcing practices and encouraging the efficient use of resources throughout the value chain. We embed ESG principles throughout our sourcing and procurement processes, working closely with the suppliers through policy engagement, capacity-building initiatives and cross-sectoral partnerships. This helps improve transparency across upstream networks, strengthen responsible sourcing practices and Scope 3 GHG emissions management.

Our Procurement Policy is a unified framework to drive consistency, control, and compliance across all procurement touchpoints. It integrates structured and collaborative processes to ensure robust vendor selection, thorough and transparent regulatory due diligence, and effective performance management. Anchored in continuous improvement, our purchasing practices are continuously reviewed to ensure responsible procurement aligned with our Supplier Code of Conduct and ESG strategy. Additionally, we train our supply chain and procurement teams on integrating ESG considerations into procurement process.

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) (b) E-waste (c) Hazardous waste and (d) other waste.**

ReNew follows a resource-efficiency and circular economy approach that prioritises waste reduction, material recovery, and responsible resource management across its operations. These efforts are supported through established corporate policies, operational controls, and site-level waste management practices aimed at minimising environmental impacts and enhancing resource circularity.

As part of its commitment to sustainable operations, we continue to promote the adoption of safer materials and sustainable procurement practices, while pursuing its long-term objective of achieving zero solid waste to landfill. We also undertake lifecycle-based assessments to better understand and manage the environmental impacts of its products and operations. During the last financial year, a Life Cycle Assessment (LCA) was conducted and supported by a verified Environmental Product Declaration (EPD) for TOPCON (M10 144 Cell) Bifacial Solar Module. The assessment evaluated environmental impacts across the product lifecycle, from raw material extraction through end-of-life management, in accordance with internationally recognised standards.

All waste is segregated at source, stored in designated areas, and transferred only to authorised recyclers, handlers, and treatment facilities in accordance with applicable regulations. During FY 2025-26, ReNew initiated Zero Waste to Landfill assessments across its operations, incorporating document reviews, physical verification, independent weighment checks, and transaction-record reconciliation to strengthen material-level traceability and improve waste diversion. Over 41,000 kg of packaging materials were re-utilised, supporting waste reduction and circularity across operations in the reporting period.

Through ongoing investments in circularity, responsible waste management, and lifecycle-based environmental performance assessments, We seek to reduce our environmental footprint, improve resource efficiency, and contribute to broader sustainability and climate objectives.

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.**

Yes, Extended Producer Responsibility (EPR) is applicable to ReNew's manufacturing business, ReNew Photovoltaics Private LImited, a wholly owned subsidiary of ReNew Global. ReNew Photovoltaics has integrated circular economy principles into its manufacturing operations and compliance frameworks to enhance resource efficiency, environmental stewardship, and long-term sustainable value creation. The Company remains aligned with India's evolving waste management regulations, supporting the reuse, recycling, and reintegration of materials across the value chain to promote resource circularity.

As a registered importer under the Plastic Waste Management (PWM) Rules, 2016, in Gujarat and Rajasthan, ReNew Photovoltaics fulfils its Extended Producer Responsibility (EPR) obligations through engagement with Central Pollution Control Board (CPCB) registered processors for the recovery and responsible management of post-consumer plastic waste. These initiatives support the development of a closed-loop system and contribute to reducing dependence on virgin materials.

In accordance with the E-Waste Management Rules, 2022, the Company is registered with the CPCB for solar photovoltaic panels (EEE Code: CEEW14). The Company has proactively established systems and processes to strengthen future e-waste management and regulatory preparedness. These measures include:

- Quarterly return filings through the CPCB EPR portal
- Continuous data management and reporting processes to enhance traceability and support accurate target setting.

Through these actions, ReNew Photovoltaics continues to advance its circular economy objectives, strengthen regulatory compliance, and enhance the sustainable management of materials and products throughout their lifecycle.

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. communicated in public domain (Yes/ No) If yes, provide the web-link.
35105	TOPCon (M10 144 Cell) Bifacial Solar Module*	30.9%**	Cradle-to-grave	Yes	Yes, Link for EPD

**LCA for TOPCon (M10 144 Cell) Bifacial Solar Module was conducted and a verified Environmental Product Declaration (EPD) was published with EPD International in FY 2024-25.*

***ReNew's manufacturing segment accounted for 30.9% of the company's total revenue in FY 2025-26.*

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
TOPCon (M10 144 Cell) Bifacial Solar Module	End-of-life management of solar modules presents risks related to waste disposal, environmental impact, and regulatory compliance. As deployment scales up, inadequate disposal or recycling can lead to sustainability and reputational challenges for the industry.	ReNew conducted a Life Cycle Assessment (LCA) in FY 2024-25 and published a verified Environmental Product Declaration (EPD) with EPD International for its TOPCon (M10 144 Cell) Bifacial Solar Module, focusing on cradle-to-grave impacts per 1 Wp. ReNew is also committed to advancing a sustainable economy by embedding environmental responsibility into the core of our product design, manufacturing, and disclosure practices. As part of our product stewardship strategy, we are proactively managing the impacts of our products across their full life cycle right from raw material sourcing to end-of-life. We have initiated quarterly EPR filings, reverse logistics planning, and data tracking to prepare for future returns. We are advancing in responsible resource use and closed-loop manufacturing.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Packaging material	~41,000 kg packaging material was re-utilised across operations	-

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:**

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Previous Financial Year	Recycled	Safely Disposed
Plastics (including packaging)	~41,000 kg packaging material was re-utilised across operations. For more details please refer to Waste Management and Circularity section of ReNew's Annual Integrated Report FY 2025-26 and ReNew's ESG Databook.			-		
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
Packaging material	~41,000 kg packaging material was re-utilised across operations.

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

Essential Indicators

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

Category	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	2,665	2,665	100%	2,665	100%	NA	NA	2,665	100%	2,665	100%
Female	617	617	100%	617	100%	617	100%	NA	NA	617	100%
Total	3,282	3,282	100%	3,282	100%	617	19%	2,665	81%	3,282	100%
Other than Permanent employees											
Male	8	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	2	0	0%	0	0%	2	100%	NA	NA	0	0%
Total	10	0	0%	0	0%	2	20%	0	0%	0	0%

(% of employees covered by)

b **Details of measures for the well-being of workers**

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 workers											
Male	986	986	100%	986	100%	NA	NA	986	100%	986	100%
Female	117	117	100%	117	100%	117	100%	NA	NA	117	100%
Total	1,103	1,103	100%	1,103	100%	117	11%	986	89%	1103	100%
Other than Permanent workers											
Male	121	75	62%	121	100%	NA	NA	0	0%	121	100%
Female	70	11	16%	70	100%	70	100%	NA	NA	70	100%
Total	191	86	45%	191	100%	70	37%	0	0%	191	100%

(% of workers covered by)

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well- being measures as a % of total revenue of the company	0.25%	0.29%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N	100%	100%	N
ESI	0%	9%	Y	0%	17.15%	Y
Others – please specify	-	-	-	-	-	-

(% of employees covered by)

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.

Yes, all premises/offices of ReNew are accessible to differently abled employess and workers as per the requirements of the of Rights of Persons with Disabilities Act, 2016. ReNew is committed to fostering an inclusive, equitable, and accessible workplace that enables all employees and workers to participate fully and contribute effectively. We ensure that all company-owned office facilities are designed and maintained to be accessible to persons with disabilities, supporting their mobility, safety, and workplace experience.

As part of its broader diversity, equity, and inclusion (DE&I) strategy, ReNew continues to strengthen accessibility across its operations through ongoing enhancements to physical infrastructure and workplace facilities, including wheelchair friendly pathways, wide corridors, low height elevator control panels amd support bars. These features facilitate ease of movements and help create an environment where individuals can navigate comfortably and contribute effectively. The Company also undertakes role-mapping and workforce planning initiatives to align job opportunities with diverse accessibility requirements, thereby promoting greater inclusion and equal opportunity.

These efforts reflect ReNew's commitment to creating a workplace culture founded on dignity, respect, and equal access, while advancing an environment where individuals of all abilities can thrive, contribute meaningfully, and realize their full potential.

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, ReNew has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. We are committed to fostering an inclusive, equitable, and accessible workplace that enables individuals of all abilities to participate, contribute, and thrive. In alignment with the provisions of the Rights of Persons with Disabilities Act, 2016, and the Rules framed thereunder, the Company has adopted an Equal Opportunity & Anti-Discrimination Policy, which establishes a structured framework to support the inclusion, empowerment, and professional development of persons with disabilities.

The Company is dedicated to providing equal employment opportunities and ensuring that decisions related to recruitment, development, performance, and career progression are made without discrimination on the grounds of disability. Through its policies and practices, ReNew seeks to promote a fair and accessible work environment that recognizes diverse capabilities and supports equal participation across the workforce.

ReNew's commitment to non-discrimination is further reinforced through its Code of Business Conduct & Ethics, which outlines a zero-tolerance approach towards any form of discrimination, including discrimination based on disability. The Code promotes a culture of integrity, respect, fairness, and accountability, ensuring that all employees are treated with dignity and respect.

Additionally, the Company's Diversity and Inclusion Policy supports the creation of a workplace culture built on trust, empathy, mutual respect, and belonging. ReNew actively promotes a supportive and inclusive professional environment that values diversity and encourages all employees, including persons with disabilities, to realize their full potential and contribute meaningfully to organizational success.

These policies and practices reflect ReNew's broader commitment to advancing diversity, equity, inclusion, and human rights as integral elements of its sustainability and responsible business strategy.

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

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	78%		38%
Female	100%	100%	No workers availed parental leave during FY 2025-26	No workers availed parental leave during FY 2025-26
Total	100%	89%		38%

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.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we maintain a formal grievance and feedback system to promote transparency and trust within the workplace. All employees and workers whether permanent or contractual are encouraged to raise concerns related to company policies, legal compliance, or unprofessional conduct through dedicated channels such as humanresources@renew.com or sustainability@renew.com.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	3,282	0	0%	3,094	0	0%
- Male	2,665	0	0%	2,556	0	0%
- Female	617	0	0%	538	0	0%
Total Permanent Workers	1,103	0	0%	1,242	0	0%
- Male	986	0	0%	1,123	0	0%
- Female	117	0	0%	119	0	0%

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	**On Health and safety measures**		**On Skill upgradation**		**Total (D)**	**On Health and safety measures**		**On Skill upgradation**	
		No.(B)	**% (B/A)**	**No.(C)**	**% (C/A)**		**No.(E)**	**%(E/D)**	**No.(F)**	**% (F/D)**
Employees										
Male	2,665	2,665	100%	1,410	53%	2,556	2,556	100%	1,618	63%
Female	617	617	100%	419	68%	538	538	100%	375	70%
Total	3,282	3,282	100%	1,829	56%	3,094	3,094	100%	1,993	64%
Workers										
Male	986	986	100%	-	-	1,123	1,123	100%	-	-
Female	117	117	100%	-	-	119	119	100%	-	-
Total	1,103	1,103	100%	-	-	1,242	1,242	100%	-	-

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	**No. (B)**	**% (B/A)**	**Total (C)**	**No. (D)**	**% (D/C)**
Employees						
Male	2,665	2,467	93%	2,556	2,334	91%
Female	617	567	92%	538	442	82%
Total	3,282	3,034	92%	3,094	2,776	90%

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, ReNew has implemented an Integrated Management System (IMS) aligned with the requirements of ISO 9001 :2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), and ISO 45001:2018 (Occupational Health and Safety Management System) across its operations.

The IMS covers all under construction, operation and maintenance of renewable energy projects (Wind and Solar), Hydro Power Plant, Manufacturing Plants as well as corporate offices, and applies to employees and contract workers working under the Company's operational control. The system provides a structured framework for quality, health, safety, and environmental management through processes such as risk and opportunity assessment, hazard identification, incident reporting and investigation, contractor management, emergency preparedness and response, compliance management, operational controls, competency development, performance monitoring, and continual improvement.

Coverage:

a. Project Management, Contracting, Construction and Operation & Maintenance of Renewable Energy Projects (Wind and Solar)
b. Operation & Maintenance of Hydro Power Plants
c. Generation and Sale of Power
d. Manufacturing and Supply of Photovoltaic Solar Modules and Cells
e. Transmission

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

ReNew identifies and assesses work-related hazards and risks through a structured process established under its Integrated Management System (IMS), aligned with ISO 45001 requirements. For routine and non-routine activities, hazards are identified and risks assessed through Hazard Identification and Risk Assessment (HIRA), workplace inspections, safety observations, field safety assessment, incident investigations and periodic reviews of work processes. For high risk routine and non-routine activities, including maintenance, shutdowns, project activities, Job Safety Analysis (JSA) and Permit-to-Work (PTW) systems have been implemented.

The hazard identification and risk assessment process considers physical, electrical, mechanical, chemical, ergonomic, environmental, and occupational health hazards, as well as risks arising from equipments and changes in operations. Employees and contract workers are encouraged to participate in hazard identification through safety observations, near-miss reporting, Toolbox Talks, Final Check Discussion and safety committees.

Identified risks are evaluated based on their likelihood and potential consequences, and appropriate control measures are implemented in accordance with the hierarchy of controls. Risk assessments are reviewed periodically and whenever there are changes in processes, equipment, work practices, regulatory requirements, or following incidents and high potential near misses. This systematic approach enables ReNew to proactively manage workplace risks and continually improve its occupational health and safety performance.

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

Yes, ReNew has established robust mechanisms that enable employees and workers to identify, report, and address work-related hazards, while also empowering them to remove themselves from situations that they reasonably believe pose an imminent risk to their health or safety, without fear of retaliation.

The Company utilizes digital HSE reporting platform that allows employees and workers to report hazards, unsafe conditions, near misses, and incidents in real time. All reported concerns are systematically tracked, investigated, and addressed through established corrective and preventive action processes. In addition, employees and workers are encouraged to raise safety concerns, hazards, and work-related risks during Toolbox Talks and Final Check Discussions (FCDs) conducted prior to the commencement of work activities.

Further, ReNew's HSE policies provide workers with Stop Work Authority, enabling them to immediately halt work and remove themselves from unsafe conditions until appropriate control measures are implemented and the identified risks are adequately mitigated.

Through these processes, ReNew promotes active worker participation in health and safety management, strengthens risk identification and mitigation, and reinforces its commitment to protecting the health, safety, and well-being of all employees and workers.

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

Yes, all employees and workers are covered under the Employees' State Insurance Corporation (ESIC) scheme, which provides access to healthcare and medical benefits in accordance with applicable statutory requirements. In addition, all permanent ReNew employees are covered under the Group Health Insurance programme, which provides coverage for non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.09
	Workers	0.14	0.26
Total recordable work-related injuries	Employees	1	2
	Workers	19	25
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	4	8

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

Health, Safety and Environment (HSE) Management Practices at ReNew**:**

1 **Integrated HSE Management System**
ReNew has established and implemented a robust Health, Safety and Environment (HSE) Management System aligned with ISO 45001 requirements and certified under its Integrated Management System (IMS) framework. To further strengthen its safety culture, ReNew collaborates with the British Safety Council to implement and enhance safety culture improvement initiatives across the organization.

2 **HSE Policies and Standards**
ReNew has developed comprehensive HSE policies, standards, and procedures that are communicated across all business locations and systematically implemented to ensure consistent health and safety practices.

3 **Digital HSE Monitoring and Reporting**
HSE observations, incidents, corrective actions, and performance indicators are monitored and recorded through digital platform, enabling timely reporting, effective incident management, corrective action tracking, and continuous performance improvement.

4 **Training and Awareness**
Regular HSE training and awareness programmes are conducted for employees and workers to strengthen competence and promote safe work practices.

5 **Equipment Safety Inspections**
Equipment-specific HSE inspection checklists are deployed across operations to monitor equipment condition, identify potential risks, and ensure safe and reliable operations.

6 **HSE Audits and Compliance Assurance**
Periodic internal and external HSE audits are undertaken to evaluate compliance with legal requirements, corporate standards, and health and safety management system requirements, while identifying opportunities for continual improvement.

7 **HSE Governance and Oversight**
Corporate-level HSE committees provide oversight of health and safety performance across the organisation. These committees regularly review key risks, assess the effectiveness of control measures, monitor performance trends, and recommend actions to enhance workplace safety and health outcomes.

8 **Safety Culture and Employee Engagement**
ReNew fosters a proactive safety culture through behaviour-based safety initiatives such as the ReNew Safety Observation Program (ReSOP). The programme encourage employees and workers to identify and report unsafe conditions and behaviours, actively participate in risk mitigation, and recognize contributions that promote a safer workplace. Positive safety behaviours and leadership are reinforced through employee engagement, reward, and recognition programmes.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	41,797	166	Open points are within due dates and would be closed within due date.	29,420	218	Closed within due date
Health & Safety	28,257	104		19,273	181	

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	A total of 57 sites were evaluated by a third party (British Safety Council), while 04 sites, including the corporate office, were audited by BVQI for IMS Re-certification. Overall, these audits covered 30% of the sites, also 100% Manufacturing sites were audited by statutory authorities and assessed on health and safety practices, working conditions, and EHS management systems.
Working Conditions	

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.

ReNew has developed and delivered dedicated training programmes for contractor supervisors involved in Asset Creation activities (Workplace Safety Programme) and site supervisors and engineers engaged in Asset Management activities (Getting HSE Right Programme). These flagship programmes are designed to enhance frontline leadership capability in hazard identification, risk perception, effective implementation of control measures, and last-minute risk mitigation through high-quality Toolbox Talks (TBTs).

In addition, focused safety campaigns on Hand and Finger Injury Prevention, Dropped Object Prevention, Working at Height, Cardinal Rules Compliance, Road Safety, Fire Safety, and National Safety Day are regularly conducted to improve awareness, strengthen safe behaviours, and enhance working conditions at site.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) - Y (Permanent Employees)

(B) Workers (Y/N) - Y (Permanent Workers)

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

ReNew requires its value chain partners to comply with all applicable labour laws and statutory obligations, including timely payment of wages and deposition of employee-related statutory dues. Compliance is monitored through defined review processes, and appropriate corrective measures are undertaken in cases of non-compliance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	1	0	0
Workers	4	7	0	0

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

Yes, ReNew provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. We are committed to fostering a culture of continuous learning, professional development, and workforce capability enhancement. We offer training and development programmes that are aligned with role-specific requirements, business priorities, and employment status, ensuring employees are equipped with the knowledge and skills needed to perform effectively and contribute to organisational objectives.

Currently, we are in the process of mapping relevant learning interventions focused on financial and emotional well-being to the appropriate employee cohorts to support smoother transitions from FY 2026-27. We support employees through career transitions via mapped learning interventions and programmes focused on financial and emotional well-being. On case-to-case basis employees receive severance pay in addition to their notice period, along with dedicated HR support for job search assistance.

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	21 contractors (~20%) involved in high-risk activities across Solar, Wind, Hydro, Manufacturing and Transmission projects were evaluated by British Safety Council for HSE performance. We also conducted internal assessment of 100% of contractors engaged in high and medium risk activities. The assessment was based on their compliance with health and safety practices and working conditions at project sites. Additionally, 100% of our critical suppliers were assessed on various ESG criteria. For more details refer to the 'ESG integration across Value Chain' on Page 219 of ReNew's Annual Integrated Report FY 2025-26.
Working Conditions	

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.**

ReNew introduced a Contractor Supervisor Safety Certification Programme to strengthen contractor HSE competency and accountability. More than 400 contractor supervisors have been trained on ReNew's HSE procedures and subsequently assessed to evaluate their understanding and application of safety requirements.

To further drive contractor safety performance, reward and recognition programmes are conducted during contractor engagement events to acknowledge best-performing contractors. In addition, Contractor Field Safety Audits are carried out regularly, and feedback from field observations is systematically reviewed with contractor representatives to facilitate continual improvement and strengthen safety performance.

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.**

Stakeholder engagement is an integral part of ReNew's sustainability and governance framework. The Company follows a structured stakeholder identification anprocess to ensure that the interests, expectations, and concerns of key stakeholder groups are systematically considered in business decision-making.

As part of its stakeholder mapping and prioritisation process, ReNew identifies stakeholders their interest in the Company's activities, their actual or potential impact on business outcomes and long-term value creation. This assessment enables the Company to prioritise stakeholder groups and focus engagement efforts on topics that are most material to both the business and its stakeholders.

Following identification and prioritisation, ReNew engages stakeholders through consultations, meetings, workshops, meetings, forums, and digital communication channels. These engagements help foster transparent dialogue and provide opportunities to understand stakeholder expectations, concerns, emerging risks, and opportunities.

To further strengthen stakeholder-centric decision-making, ReNew gathers insights through surveys, feedback mechanisms, assessments, and direct interactions. The insights generated through stakeholder engagement are translated into meaningful actions through management review processes, decision-making and continuous improvement process. This continuous cycle of stakeholder mapping, engagement, insight collection, and action enables us to enhance accountability, strengthen relationships, and create long-term sustainable value for its stakeholders and the communities it serves.

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

	Whether identified as Vulnerable & Marginalised 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 and Investors	No	Q&A sessions, Feedback discussions	Quarterly, Annually, as needed	• Strategic goals • Financial performance • Investment updates • Sustainability initiatives
Customers	No	Feedback survey forms, and One-on-One meetings	Annually (Surveys), Ongoing, as requires	• Product/Service development • Product/Service designs • Tailored solutions
Government Agencies	No	Physical and virtual meetings through stakeholder consultations, associations, think tanks, conferences, and industry events	Monthly, as needed	• Key focus areas complying with statutory laws and regulations • Policy advocacy
Industry Associations and Civic bodies	No	Physical and virtual meetings through stakeholder consultations, industry events, conferences and structured questionnaires	Ongoing, as required	• Policy advocacy • Climate-related initiatives with leading international and national bodies
Communities and NGOs	Yes	Feedback forms, Structured questionnaires and regular meetings	Quarterly, as needed	• Economic and social well-being of the communities
Vendors and Suppliers	No	Supplier ESG Assessment questionnaire, Supplier training workshop, Corrective Action Plan training workshop, Feedback forms, Structured questionnaires	Ongoing, as required, Annually (Assessments)	• Sustainability Code of Conduct for suppliers. • Operational risks • Sustainable Supply Chain • Traceability
Employees & Internal Stakeholders	No	Feedback forms and Structured questionnaires	Quarterly	• Well-being and safety of employees • Training and Development

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.**

In order to capture both the “inside-out” (impact) and “outside-in” (financial) perspectives, ReNew undertook a structured stakeholder consultation exercise as part of its Double Materiality Assessment (DMA). A customized survey instrument was developed, mapped to the universe of sustainability topics identified through peer benchmarking, sectoral standards and internal risk registers. Based on this assessment, 18 material topics were identified, including Climate Change, Business Ethics, Innovation, Cybersecurity and Data Privacy, and Community Engagement, among others. To ensure broad and meaningful participation, consultations were conducted with both internal and external stakeholder groups.

a. **Internal stakeholders:** The internal consultation covered Senior Management, Executive Committee members, heads of departments, and employees across corporate offices and site teams.

- Four stakeholder workshops were conducted to build a common understanding of the DMA methodology and to secure active participation across levels, including senior management, employees and frontline staff.
- Dedicated helpdesk sessions were made available through the survey period to address queries and capture qualitative insights from employees.

b. **External stakeholders:** The survey was circulated to key external stakeholder groups, including suppliers and vendors, customers, regulatory and government agencies, investors and financial institutions, non-governmental organizations, Think Tanks and media. Inputs from these groups informed the "inside-out" perspective, i.e. an assessment of ReNew's impact on the economy, environment and people. Investors were separately engaged to inform the "outside-in" perspective, enabling the Company to benchmark its understanding of industry expectations and sustainability-related financial risks and opportunities.

In addition to the survey, one-on-one qualitative consultations were held with stakeholders wherever feasible to contextualize the quantitative responses. The exercise received over 500 responses, of which 67 were from external stakeholders. The responses were scored on impact and financial significance, plotted on a materiality matrix, and validated by the Senior Management before being placed before the Board for approval.

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

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. Public and stakeholder feedback plays an important role in informing the ReNew's strategic planning and decision-making framework. To ensure that our materiality framework reflects the dynamic nature of our evolving business environment and stakeholder priorities, we conducted a strategic refresh of its material topics. Perspectives from 500+ stakeholders, including internal and external, were included in this assessment.

Customer feedback is also systematically captured, reviewed, and integrated into product and service improvement processes. All feedback and complaints are routed through the Quality team for evaluation, root-cause analysis, and corrective action, enabling continuous enhancement of customer experience and helping prevent recurrence of identified issues.

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

ReNew engages with vulnerable and marginalised stakeholder groups, particularly communities in and around its operational areas, through a structured framework comprising need assessment, programme design, implementation, monitoring, evaluation, reporting, and grievance redressal.

We engage with communities through multiple channels and conduct community consultations, focus group discussions, and site visits to identify emerging concerns, needs, and potential impacts. Based on these inputs, ReNew designs and implements targeted CSR and community development initiatives across areas such as education, healthcare, livelihoods, and infrastructure.

The effectiveness of these interventions is also monitored through regular stakeholder interactions and periodic Social Impact Assessments (SIAs). Renew also has a Grievance Redressal Mechanism to ensure that all concerns are duly addressed.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (C)	% (D/C)
Employees						
Permanent	3,282	3,282	100%	3,094	3,094	100%
Other than permanent	10	10	100%	7	0	0%
Total Employees	3,292	3,292	100%	3,101	3,094	99.8%
Workers*						
Permanent	1,103	1,103	100%	1,242	1,242	100%
Other than permanent	191	191	100%	271	271	100%
Total Employees	1,294	1,294	100%	1,513	1,513	100%

**100% of security staff received training on human rights.*

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (B)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	2,665	0	0%	2,665	100%	2,556	0	0%	2,556	100%
Female	617	0	0%	617	100%	538	0	0%	538	100%
Other than Permanent										
Male	8	0	0%	8	100%	6	0	0%	6	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
Workers										
Permanent										
Male	986	0	0%	986	100%	1,123	0	0%	1,123	100%
Female	117	0	0%	117	100%	119	0	0%	119	100%
Other than Permanent										
Male	121	0	0%	121	100%	200	0	0%	200	100%
Female	70	0	0%	70	100%	71	0	0%	71	100%

3. **Details of remuneration/salary/wages**

a **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	Information available in 20-F	2	Information available in 20-F
Key Managerial Personnel	4	Information available in 20-F	0	Information available in 20-F
Employees other than BoD and KMP	2,661	1,034,784	617	834,060
Workers	986	347,760	117	324,852

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	46%	45%

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)**

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

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

The Company promotes a culture of transparency and accountability by encouraging employees to raise concerns or report suspected human rights violations through humanresources@renew.com or sustainability@renew.com. Reported grievances are reviewed and investigated by the relevant committee, which is responsible for ensuring appropriate corrective action and timely resolution. All complaints are handled confidentially and in accordance with the Company's policies and governance framework.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	7	1*	NA	4	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

One pending case filed in March 2026 has now been completely resolved. All cases filed in FY 2025-26 are resolved as of August, 2026.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	7	4
Complaints on POSH as a % of female employees / workers	0.87%	0.8%
Complaints on POSH upheld	7	2

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

All members of the Grievance Committee, personnel responsible for record management, and employees involved in grievance proceedings are required to maintain strict confidentiality throughout the process. All information, documentation, and communications related to a grievance are handled with the utmost discretion and in accordance with the Company's policies.

To safeguard complainants and prevent adverse consequences in cases involving discrimination, harassment, or other workplace concerns, ReNew has established the following mechanisms:

- **Confidentiality:** All complaints are treated confidentially to protect the privacy of the complainant and mitigate the risk of retaliation. Appropriate measures, including workplace adjustments, leave provisions, or other support mechanisms as prescribed by applicable laws and regulations, are provided to ensure the safety and well-being of the aggrieved individual.
- **Non-Retaliation Commitment:** The Company's Human Rights Policy and Prevention of Sexual Harassment (POSH) Policy prohibit any form of retaliation against employees who raise concerns or report incidents of discrimination, harassment, or other violations.
- **Fair and Impartial Investigation:** Reported grievances are subject to a thorough and unbiased investigation to assess the validity of the complaint and identify relevant evidence and stakeholders involved in the matter.
- **Corrective and Remedial Measures:** Where investigations substantiate instances of discrimination or harassment, appropriate corrective actions are implemented. These may include disciplinary measures, awareness and sensitisation programmes, capacity-building initiatives, or other remedial interventions, as deemed necessary.
- **Employee Support and Counselling:** The Company provides appropriate support and counselling services to complainants to help address the emotional and psychological impact arising from the grievance and to facilitate their well-being throughout the resolution process.

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

Yes, human rights requirements form part of our business agreements and contracts.

10 **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	During ReNew's Human Rights Due Diligence (HRDD) process, 100% of plants and offices were assessed by third-party expert.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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.**

ReNew partnered with an independent third-party expert to conduct a comprehensive Human Rights Due Diligence (HRDD) assessment. No material human rights risks were identified during the assessment. For the minor risks identified, appropriate mitigation measures were implemented, including revisions to the Human Rights Policy. We continue to monitor and address any risks, ensuring continuous improvement in our human rights practices.

For more details refer to the HRDD Report available on ReNew's website.

Leadership Indicators

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

ReNew recognises the protection and promotion of human rights as an integral part of its business philosophy and operations. The Company is committed to respecting internationally recognised human rights standards, identifying and addressing any adverse human rights impacts arising from its activities, and implementing appropriate remedial measures where required. To strengthen awareness and reinforce responsible business conduct, ReNew regularly engages employees through training programmes, communication initiatives, and awareness sessions on the Company's Code of Conduct and human rights commitments.

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

Through its Human Rights Due Diligence (HRDD) process, ReNew actively monitors and addresses a range of actual and potential human rights issues. We partnered with an independent third-party expert to conduct a comprehensive HRDD assessment, covering 100% our our own operations, contractors and suppliers. Additionally, in FY 2025-26, we also conducted detailed ESG assessments of our critical suppliers which also includes detailed coverage of Human Rights areas. This comprehensive coverage ensures that human rights considerations are embedded across all levels of our business and supply chain.

The findings of this assessment can be found in our comprehensive HRDD Report available on ReNew's website

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?**

ReNew is committed to fostering an inclusive, equitable, and accessible workplace for all employees and visitors. All ReNew-owned office facilities are designed to be fully accessible to persons with disabilities, ensuring ease of access and mobility. The Company continues to strengthen and enhance its physical infrastructure and workplace facilities to support the diverse needs of its workforce and stakeholders. These ongoing efforts reflect ReNew's commitment to promoting dignity, equal opportunity, and an inclusive environment across its operations.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Each of our suppliers is expected to adhere to the terms of our Sustainability Code of Conduct for Suppliers, which includes requirements to follow best practices related to human rights, health and safety, labour practices, and other ethical standards. In FY 2025–26, we conducted a comprehensive third-party HRDD assessment covering 100% of our operations and critical suppliers. This assessment, grounded in ESG principles, provided insights into performance across our operations and value chain, identifying areas of strength as well as opportunities for improvement.
Discrimination at workplace	
Child labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

No material human rights risks were identified during the Human rights Due Diligence (HRDD) assessment conducted by third party expert. For the minor risks identified, appropriate mitigation measures were implemented, including revisions to the Human Rights Policy. Corrective action plans have also been issued to suppliers and contractors, with defined timelines to ensure compliance. We continue to monitor and address any risks, ensuring compliance and continuous improvement in human rights practices across our value chain.

PRINCIPLE 6 Businesses should respect and make efforts to protect and restorethe environment

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	121,549	42,651
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	**121,549**	**42,651**
From non-renewable sources			
Total electricity consumption (D)	GJ	708,883	537,863
Total fuel consumption (E)	GJ	8,174	10,087
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	717,057	547,950
Total energy consumed (A+B+C+D+E+F)	GJ	**838,606**	**590,601**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR	**6.34**	**6.08**
Energy intensity in terms of physical output	GJ/GWh	IPP - 11.7	IPP - 11.2
	GJ/MWp	MFG- 92.2	MFG- 98.4
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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

Note: IPP - Independent Power Producer; MFG - Manufacturing

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	kL	0	0
(ii) Groundwater	kL	102,719	125,980
(iii) Third party water	kL	896,169	587,952
(iv) Seawater / desalinated water	kL	0	0
(v) Others	kL	8,676	59,321
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kL	**1,007,564**	**773,253**
Total volume of water consumption (in kilolitres)	kL	1,007,564	773,253
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kL/INR	7.62	7.97
Water intensity in terms of physical output	kL/GWh	IPP - 10.9	IPP - 14.8
	kL/ MWp	MFG - 123.5	MFG - 128.3
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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

3 **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

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
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	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

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

Yes, ReNew has implemented and continues to practice Zero Liquid Discharge (ZLD) across its operations. Our approach to water management is guided by a Board-approved Waste Management Policy, which outlines our commitments to responsible water use, conservation, and water stewardship throughout our operations and value chain. The company has set an ambitious goal of achieving water-positive operations by 2030, while continuing to maintain Zero Liquid Discharge (ZLD) across all operational sites.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	tonnes	0.13	0.53
SOx	tonnes	0.07	0.10
Particulate matter (PM)	tonnes	0.02	0.08
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify			
CO	tonnes	0.13	0.26
HC	tonnes	0.02	0.05

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

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	543	758
Total Scope 2 emissions	Metric tonnes of CO_2 equivalent	26,208 (Market-based) 1,39,808 (Location-based)	28,649 (Market-based) 1,08,619 (Location-based)
Total Scope 1 and Scope 2* emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO_2 equivalent / million INR	1.45	0.83
Total Scope 1 and Scope 2* emission intensity in terms of physical output	Metric tonnes of CO_2 equivalent / GWh	IPP - 2.09	IPP - 2.04
	Metric tonnes of CO_2 equivalent / MWp	MFG - 14.74	MFG - 18.22
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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

**Location-based calculation*

8 **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**
Yes. ReNew identifies itself as India's leading decarbonization solutions provider, with its projects aimed at reducing greenhouse gas (GHG) emissions. The company's climate strategy is guided by Science Based Targets initiative (SBTi)-validated targets, supporting its commitment to achieve Net Zero emissions by 2040. In addition, ReNew has undertaken operational initiatives to reduce its emissions footprint, including optimizing LPG consumption and significantly reducing diesel and petrol usage across its sites, contributing to overall GHG emission reductions.

For more details please refer to 'Decarbonisation at ReNew' on Page 144 and 'Environment' Pillar on Page 149 of ReNew's Annual Integrated Report FY 2025-26.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)			
Plastic Waste **(A)**	MT	147	130
E-waste **(B)**	MT	486	357
Bio-medical waste **(C)**	MT	0.094	0.023
Construction and demolition waste **(D)**	MT	0	0.58
Battery waste **(E)**	MT	58	25
Radioactive waste **(F)**	MT	NA	NA
Other Hazardous waste. Please specify, if any. **(G)**	MT	4,048	7,087
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	10,728	13,096
Total (A + B + C + D + E + F + G + H)	MT	**15,467**	**20,695**
Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations)	MT/INR	**0.12**	**0.21**
Waste intensity in terms of physical output	MT/GWh	IPP - 0.07	IPP - 0.14
	MT/MWp	MFG - 2.3	MFG - 5.1
Waste intensity (optional) – the relevant metric may be selected by the entity		-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	MT	15,467	20,695
(ii) Re-used	MT	-	-
(iii) Other recovery operations	MT	-	-
Total	MT	15,467	**20,695**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	MT	0	0
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	0	0
Total	MT	**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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

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.**
ReNew's approach to waste management is anchored in a Board-approved Waste Management Policy, supported by Corporate Waste Management Standards and site-specific procedures. These govern waste prevention, segregation, storage, transportation, recycling, recovery and disposal across our operations.

For more details please refer to 'Waste Management and Circularity' on Page 160 of ReNew's Annual Integrated Report FY 2025-26.

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	NIL	NIL	NIL

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

In line with the EIA Notification 2006 issued by the Ministry of Environment, Forest & Climate Change (MoEF&CC), renewable energy (RE) projects categorised under the "white" category are exempt from obtaining Environmental Clearance and therefore do not require an Environmental Impact Assessment (EIA). As a proactive measure, ReNew has, since its inception, conducted Environmental and Social Impact Assessment (ESIA) studies by engaging third-party firms, in alignment with the International Finance Corporation's (IFC) Environmental and Social Performance Standards.

In FY 2025-26, ESIAs were completed for 10 projects, comprising seven solar projects, one wind project, one wind-solar hybrid project and one TOPCon solar cell and module manufacturing project.

For more details refer to 'Environment' Pillar on Page 149 of ReNew's Annual Integrated Report FY 2025-26.

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 guideline 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

The Company maintains full compliance with all applicable environmental laws, regulations, and guidelines in India. During the year FY 2025-26, there were no instances of statutory non-compliance that would have resulted in fines or legal proceedings by regulatory authorities.

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 information:
(i) Name of the area: Refer to Water Use and Risk Assessment section of Environment Pillar on Page 156
(ii) Nature of operations: Renewable energy generation, solar module and cell manufacturing.
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloletres)		
(i) Surface water	0	0
(ii) Groundwater	35,147	98,333
(iii) Third party water	872,511	463,186
(iv) Seawater / desalinated water	0	0
(v) Others	7,213	46,678
Total volume of withdrawal (in kiloletres)	914,871	608,197
Total volume of water consumption (in kilolitres)	914,871	608,197
Water intensity per rupee of turnover (Water consumed / turnover)	6.92	6.27
Water intensity (optional) – the relevant metric may be selected by the entity		-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into 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	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	**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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 271 of ReNew's Annual Integrated Report FY 2025-26.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	3,673,219	3,519,783
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/INR	27.79	36.26
Total Scope 3 emission intensity (optional) – the relevant metric may by 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.

Yes, the GRI indicators and GHG-related indicators disclosed in the Integrated Report have undergone independent third-party assurance for data verification by Ernst and Young Associates LLP. The assurance report can be found on Page 202 of ReNew's Annual Integrated Report FY 2025-26.

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

Not Applicable

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

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative

ReNew is advancing decarbonisation at scale while creating value through resource efficiency, circularity, biodiversity conservation and responsible environmental management.

1. We achieved 28% decrease in absolute Scope 1 GHG emissions, driven by targeted operational interventions, including optimized liquefied petroleum gas (LPG) consumption and a substantial decrease in diesel and petrol usage across our sites.
2. To eliminate pollution risks from domestic wastewater, we have installed Zero Liquid Discharge (ZLD) systems at both our manufacturing facility and the hydro site.
3. In FY 2025–26, we initiated Zero Waste to Landfill (ZWL) assessments across our operations, combining document reviews, physical verification, independent weighment checks and transaction-record reconcilition to improve material-level traceability.

   Please refer to 'Environment' Pillar on Page 149 of ReNew's Annual Integrated Report FY 2025-26.

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

Yes, ReNew has established a comprehensive business continuity and crisis management framework.

- The framework comprises defined rapid response protocols and cross-functional emergency response teams, to ensure employee safety, operational resilience, and minimal disruption during crisis situations.
- Regular safety training programmes, emergency preparedness drills, and high-risk activity simulations are conducted to enhance awareness, strengthen preparedness, and improve the effectiveness of emergency response mechanisms across operations.
- We maintain robust Business Continuity Plans (BCP) and Disaster Recovery (DR) frameworks, enabled by a cloud-first architecture, redundant infrastructure, automated failovers, and geographically distributed data centres. These are regularly tested through drills and simulations to ensure service continuity and defined Recovery Time Objective (RTO)/ Recovery Point Objective (RPO) adherence.
- In addition, the Company's Information Security Management System (ISMS), certified to ISO 27001:2022 standards, reflects its commitment to robust information security, cyber risk management, and business continuity practices.

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.**

The entity's value chain has not resulted in any significant adverse environmental impacts.

At ReNew, we embed sustainability across our supply chain, operationalised through a robust governnace framework and structured policies guiding all procurement decisions. Our Supplier Code of Conduct articulates Environmental, Social and Governance (ESG) expectations for all suppliers and encourages them to uphold these standards throughout their own supply chain. We slso conduct supply chain assessments to identify any potential risks or adverse impacts. Please refer to 'Sustainable Supply Chains' on Page 212 of ReNew's Annual Integrated Report FY 2025-26.

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

100% critical suppliers were assessed for environmental impacts.

8 **How many Green Credits have been generated or procured ?**

24.4 million carbon credits have benn generated till March 31, 2026

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.**

7

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Sustainable Power Development Association	National
2	Wind Independent Power Producer Association (WIPPA)	National
3	Distributed Solar power Association (DSPA)	National
4	Rajasthan Solar Association	State
5	India Smart Grid Forum	National
6	Harit Molecules Foundation	National
7	National Solar Energy Federation	National

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

Name of authority	Brief of the case	Corrective action taken
	NIL	

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
1	Advocacy to seek Approved List of Cell Manufacturers (ALCM) extensions for non-utility projects impacted by delays in Section 68 approvals and fuel supply challenges (LNG/LPG), including galvanizing process issues	Advocacy done by ReNew along with industry members through National Solar Energy Federation of India (NSEFI) and Distributed Solar Power Association (DISPA). Ministry of New and Renewable Energy (MNRE) has indicated that extensions may be considered on a case-to-case basis, with NSEFI collecting details of affected projects. Additionally, DISPA has filed a case in the Karnataka High Court seeking parity with utility projects, where the government has acknowledged that ALCM extensions should apply to projects delayed due to factors beyond developer control	No	Quarterly	-
2	DSM Regulations were issued on 5 August 2024 and became effective from 16 September 2024, with further tightening of deviation bands from 1 April 2026. Stricter deviation bands apply for solar and wind, with graded penalties for over- and under-injection beyond defined thresholds. The industry has proposed measures including delaying implementation by 2–3 years, grandfathering existing projects, allowing regional aggregation, improving IMD forecasting support, and relaxing gate closure timing.	Advocacy done by ReNew along with industry members through Wind Independent Power Producers Association (WIPPA) • Push for stay / defer the Regulation by 2-3 years • Grandfathering of existing projects • Aggregation at regional level • Pitch for Improved forecasting data from IMD • Representations made to Ministers of Power & NRE	No	Quarterly	https://www.mercomindia.com/karnataka-high-court-stays-cercs-revised-deviation-settlement-mechanism
3	Systemic curtailment and unequal treatment in transmission and grid operations, which are being addressed through policy advocacy, technical remediation, and legal recourse, rather than as penalties for anticompetitive behaviour.	Active advocacy done by ReNew with Ministry of Power (MoP), MNRE, and Central Transmission Utility of India Limited (CTU/CTUIL) through associations like NSEFI and WIPPA to expedite delayed transmission elements and ensure equitable treatment between Independent Power Producers (IPPs) and Transmission Service Providers (TSPs).	No	Quarterly	-

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
ReNew undertakes Social Impact Assessment (SIA) of long-term projects every year. The SIA for FY 2025-26 is currently under progress as part of our ongoing annual assessment.					

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)	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (InINR)
No Rehabilitation/Resettlement was involved							

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

ReNew has a well-developed Environmental and Social Management System (ESMS) based on standards prescribed under International Finance Corporation (IFC) Sustainability Framework, 2012. Based on the ESMS, ReNew has established a structured community Grievance Redressal Mechanism (GRM) that enables local communities and other external stakeholders to raise concerns through multiple channels, including community meetings, dedicated Community Liaison Officers (CLOs), complaint boxes, and grievance registers. Every grievance is formally recorded, acknowledged, tracked, and assigned for investigation and resolution within defined timelines.

We encourage employees and third parties to report (including anonymously) concerns or suspected violations of the Code of Conduct through established channels, including our ethics hotline or direct communication with management. Transparency and accountability are essential to maintaining trust and integrity across the organisation.

Any potential violation must be reported promptly to designated authorities such as the immediate supervisor, Global General Counsel (GGC), Vigilance Officer, or Chief Human Resources Officer (CHRO). Employees and third parties also have the option to report anonymously through the Company's telephonic hotline (**+91 9845477487**) or notified email address (**whistleblower@renewpower.uk)**, and all reports are comprehensively recorded. Importantly, we follow a strong non-retaliation policy to protect those who raise concerns in good faith.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	~20%*	11%
Directly from within India	25.21%**	-

**Cumulative procurement sourced from MSME sector*
*** Procurement spending attributed to local suppliers*

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
The Social Impact Assessment for FY 2025-26 is currently under progress as apart of our ongoing annual assessment. For the assessments conducted in FY 2024-25, no material risks or impacts were identified. However, for the minor risks identified, we continue to undertake necessary corrective actions and implement them. For more details refer to Social Impact Assessment section of ReNew's Annual Integrated Report FY 2024-25.	

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)
1	Rajasthan	Jaisalmer	2,00,00,000
2	Maharashtra	Osmanabad	1,00,00,000
3	Uttar Pradesh	Siddharthnagar	2,00,000
4	Uttar Pradesh	Chitrakoot	2,00,000
5	Uttar Pradesh	Bahraich	2,00,000
6	Haryana	Nuh	44,00,000
7	Madhya Pradesh	Chhatarpur	2,00,000

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

No, the Company does not have a preferential procurement policy.

b. From which marginalised/vulnerable groups do you procure?

Not Available

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

Not Available

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)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

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

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Lighting Lives	97,574	100%
2	Young Climate Leadership Curriculum (YCLC)	6,624	100%
3	Project Surya	728	100%
4	ReNew Women India Initiative (ReWIN)	53	100%
5	Community-Based Water Management	71,931	100%
6	Gift Warmth	28,020	100%
7	Rice and Millet Challenge	925	100%
8	Community-based Infrastructure Support	32,588	100%
9	ReNew Scholarship for Exceptional Talent (ReSET)	5	100%

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

Essential Indicators

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

The Commercial and Industrial (C&I) team conducts an annual customer feedback exercise to assess customer satisfaction and service e!ectiveness. As part of this process, customers are requested to rate the following attributes on a five-point scale.

Attributes:

1. Overall quality of services provided
2. Professionalism of ReNew's representatives
3. Knowledge level of ReNew's representatives.
4. Timely response to queries.
5. Reachability of ReNew's representatives
6. The feedback received through this assessment is used to identify areas for improvement and enhance customer engagement and service delivery.

For the manufacturing business, complaints received directly from customers are recorded and forwarded to the relevant functions, such as the Customer Service Head and Quality team, for validation and assessment. Based on the outcome of the review, appropriate corrective action is taken, including product replacement, repair, issuance of a credit note, or rejection of the claim where justified. The resolution is then communicated to the customer to ensure transparent closure of the complaint. Following resolution, customers are encouraged to provide service feedback, which is used to evaluate customer satisfaction and drive continuous improvements in product quality.

For more details, refer to Customers on Page 222 of ReNew's Annual Integrated Report FY 2025-26.

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	30.9%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
UnfairTrade Practices	0	0	-	0	0	-
Other	319*	3**	-	0	0	-

Other include consumer complaints from our C&I and Manufacturing segment

**Manufacturing - 307; C&I - 12:*

***Manufacturing - 2; C&I - 1*

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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, refer to Data 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.**

NA

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

a. Number of instances of data breaches along-with impact

0

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

0

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).**

ReNew website: https://www.renew.com/

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

ReNew has implemented several measures to ensure that consumers and external stakeholders are well-informed about the safe and responsible use of its solar photovoltaic products. Key initiatives include:

- **Dedicated Product Information Portal:** ReNew maintains a comprehensive online platform that provides clear, accurate, and accessible information on its solar cells and modules. The portal is designed to enhance awareness and understanding of the Company's products and services among customers, partners, and other stakeholders.
- **Technical and Safety Documentation:** To support the safe and responsible use of its products, ReNew provides detailed installation manuals, Product Safety Data Sheets (PSDS), warranty documents, and relevant product certifications.
- **Community Engagement through CSR Initiatives:** Through its corporate social responsibility programmes, ReNew promotes awareness of clean energy and supports its adoption at the grassroots level. These efforts include the installation of solar panels in educational institutions and community centres, demonstrating safe usage practices while enhancing energy literacy in underserved communities.
- **Environmental Product Declaration (EPD):** ReNew has conducted a Life Cycle Assessment (LCA) and published a verified Environmental Product Declaration (EPD) through EPD International for its TOPCon (M10 144 Cell) Bifacial Solar Module. The assessment evaluates cradle-to-grave environmental impacts per 1 Wp and is based on ISO 14040 and ISO 14044 standards, while also complying with ISO 14025 and EN 15804+A2 requirements.

Together, these initiatives reflect ReNew's commitment to equipping consumers and communities with the information, awareness, and resources necessary to support the safe, responsible, and sustainable use of renewable energy technologies.

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

ReNew recognises the importance of maintaining strong customer relationships and acknowledges that concerns may arise during the course of engagement. Accordingly, ReNew maintains ongoing communication with its customers to proactively identify, address, and resolve issues.

To further strengthen customer engagement and grievance management, the Company has implemented a Customer Relationship Management (CRM) platform that enables real-time tracking and resolution of customer grievances, as well as client feedback management. The platform facilitates timely resolution, supports continuous improvement in service delivery, and enhances the overall customer experience.

For its manufacturing business, ReNew remains legally obligated to honor all applicable warranty obligations in accordance with the warranty terms and conditions and governing laws, irrespective of whether the product has been discontinued or remains in production. Accordingly, no separate mechanism is required to notify consumers of any disruption or discontinuation of essential services, as warranty support will continue throughout the applicable warranty period.

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 orthe entity as a whole? (Yes/No)**

Yes, ReNew provides product-related information beyond the disclosures mandated under applicable laws for products manufactured at its Jaipur and Dholera manufacturing facilities. These additional disclosures and certifications enhance transparency, support informed decision-making, and demonstrate alignment with national and global quality and sustainability standards. Key disclosures include:

- **Environmental Product Declaration (EPD):** A voluntary, third-party (EPD International) verified disclosure that provides information on the life cycle environmental impacts of products. The EPD supports sustainable procurement practices and is not a regulatory requirement.
- **BIS Certification (IS 14286 / IS 16077):** While BIS certification is mandatory for solar modules sold in India, ReNew also maintains internationally recognised certifications such as IEC 61215 and IEC 61730 to align with both national and global quality and performance standards.
- **UL Certification / TUV Rheinland / SGS Verified Tests:** Although not mandated under local regulations, these certifications and independent verifications enhance product credibility, demonstrate compliance with international benchmarks, and support access to global markets.

In addition, the Company conducts annual customer satisfaction assessments at the entity level, including periodic evaluations through independent third-party agencies. These surveys capture customer feedback on product-related attributes and overall service experience. Based on the FY 2025-26 customer satisfaction assessment, the Company achieved a **Customer Satisfaction Score of 4.8 out of 5,** reflecting a high level of customer satisfaction with its products and services.

List of Abbreviations

ALCM	Approved List of Cell Manufacturers
B2G	Business-to-Government
BCP	Business Continuity Plan
BESS	Battery Energy Storage System
BIS	Bureau of Indian Standards
BoD	Board of Directors
BRSR	Business Responsibility and Sustainability Report
BVQI	Bureau Veritas Quality International
C&I	Commercial and Industrial
CAPEX	Capital Expenditure
CCD	Compulsory Convertible Debentures
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CH_4	Methane
CHRO	Chief Human Resources Officer
CIN	Corporate Identity Number
CO	Carbon Monoxide
CO_2	Carbon Dioxide
CPA	(India) Prevention of Corruption Act
CPCB	Central Pollution Control Board
CRM	Customer Relationship Management
CSA	Corporate Sustainability Assessment (S&P Global)
CSR	Corporate Social Responsibility
CTU / CTUIL	Central Transmission Utility of India Limited
DC	Designated Consumer
DE&I	Diversity, Equity and Inclusion
DFI	Development Finance Institution
DISPA / DSPA	Distributed Solar Power Association
DMA	Double Materiality Assessment
DR	Disaster Recovery
DSM	Deviation Settlement Mechanism
EEE	Electrical and Electronic Equipment
EHS	Environment, Health and Safety
EIA	Environmental Impact Assessment
EN	European Norm (Standard)
EPC	Engineering, Procurement and Construction
EPD	Environmental Product Declaration
EPR	Extended Producer Responsibility
ESG	Environmental, Social and Governance
ESI	Employee State Insurance
ESIA	Environmental and Social Impact Assessment
ESIC	Employees' State Insurance Corporation
FCD	Final Check Discussion
FCPA	Foreign Corrupt Practices Act
FY	Financial Year
GBP	Great Britain Pound (Pound Sterling)
GGC	Global General Counsel
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GW	Gigawatt
GWh	Gigawatt-hour
HAP	Hazardous Air Pollutants
HC	Hydrocarbons
HFC	Hydrofluorocarbons
HIRA	Hazard Identification and Risk Assessment
HR	Human Resources
HRDD	Human Rights Due Diligence
HSE	Health, Safety and Environment
IBBI	India Business and Biodiversity Initiative
IEC	International Electrotechnical Commission
IFC	International Finance Corporation
IFRS	International Financial Reporting Standards
IMD	India Meteorological Department
IMS	Integrated Management System
INR	Indian Rupee
IPP	Independent Power Producer
IS	Indian Standard
ISMS	Information Security Management System
ISO	International Organization for Standardization
JSA	Job Safety Analysis
KMP	Key Managerial Personnel
LCA	Life Cycle Assessment
LEED	Leadership in Energy and Environmental Design
LNG	Liquefied Natural Gas
LPG	Liquefied Petroleum Gas
LTIFR	Lost Time Injury Frequency Rate
MNRE	Ministry of New and Renewable Energy
MoEF&CC	Ministry of Environment, Forest and Climate Change
MoP	Ministry of Power
MSME	Micro, Small and Medium Enterprises
N_2O	Nitrous Oxide
NA	Not Applicable / Not Available
NASDAQ	National Association of Securities Dealers Automated Quotations
NF_3	Nitrogen Trifluoride
NGO	Non-Governmental Organisation
NGRBC	National Guidelines on Responsible Business Conduct
NIC	National Industrial Classification
NOx	Nitrogen Oxides
NRE	New and Renewable Energy
NSEFI	National Solar Energy Federation of India
NV	Naamloze Vennootschap (Belgian public limited company suffix)
OHSAS	Occupational Health and Safety Assessment Series
PAF	Project Affected Families
PAT	Performance, Achieve and Trade (Scheme)
PF	Provident Fund
PFC	Perfluorocarbons
Plc	Public Limited Company
PM	Particulate Matter
POP	Persistent Organic Pollutants
POSH	Prevention of Sexual Harassment
PPP	Purchasing Power Parity
PSDS	Product Safety Data Sheets
PTW	Permit-to-Work
PWM	Plastic Waste Management
QHSE	Quality, Health, Safety and Environment
R&D	Research and Development
R&R	Rehabilitation and Resettlement
RBI	Reserve Bank of India
RE	Renewable Energy
ReSET	ReNew Scholarship for Exceptional Talent
ReSOP	ReNew Safety Observation Program
ReSTART	ReNew's Sustainability Targets for Responsible Transformation
ReWIN	ReNew Women India Initiative
RoHS	Restriction of Hazardous Substances
RPL	ReNew Private Limited
RPO	Recovery Point Objective
RPT	Related Party Transaction
Rs.	Rupees (Indian Rupees)
RTO	Recovery Time Objective
S&P	Standard & Poor's
SA	Social Accountability (Standard)
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets initiative
SEBI	Securities and Exchange Board of India
SF_6	Sulphur Hexafluoride
SGS	Société Générale de Surveillance (Testing & Certification body)
SIA	Social Impact Assessment
SOx	Sulphur Oxides
SPV	Special Purpose Vehicle
TBT	Toolbox Talk
TCFD	Task Force on Climate-related Financial Disclosures
TNFD	Task Force on Nature-related Financial Disclosures
TopCon	Tunnel Oxide Passivated Contact (Solar Cell Technology)
TSP	Transmission Service Provider
TUV	Technischer Überwachungsverein (Technical Inspection Association)
UKBA	UK Bribery Act
UL	Underwriters Laboratories
UNGC	United Nations Global Compact
UNSDG	United Nations Sustainable Development Goals
VOC	Volatile Organic Compounds
Wp	Watt-peak
WIPPA	Wind Independent Power Producers Association
YCLC	Young Climate Leadership Curriculum
ZLD	Zero Liquid Discharge
ZWL	Zero Waste to Landfill