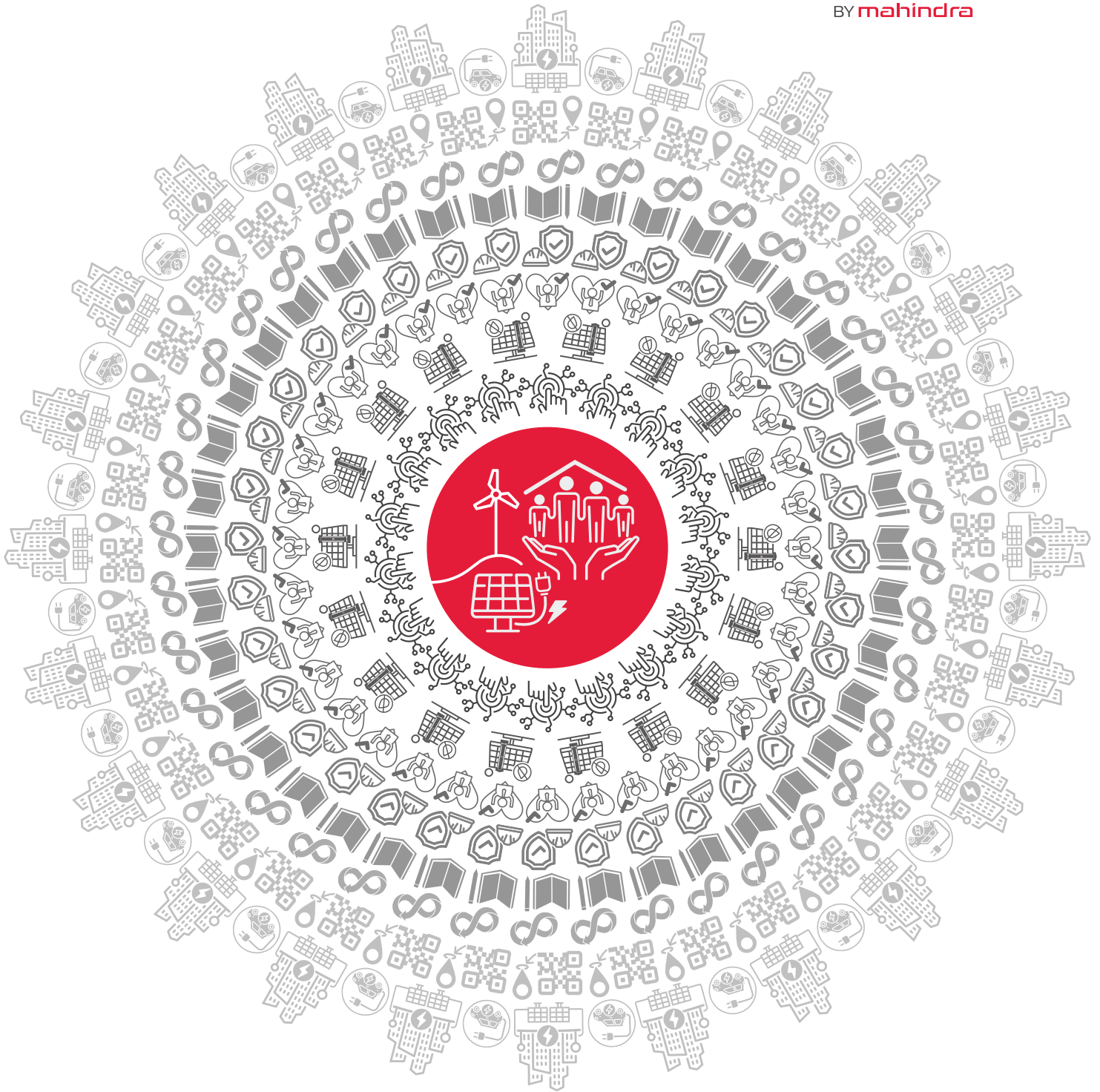
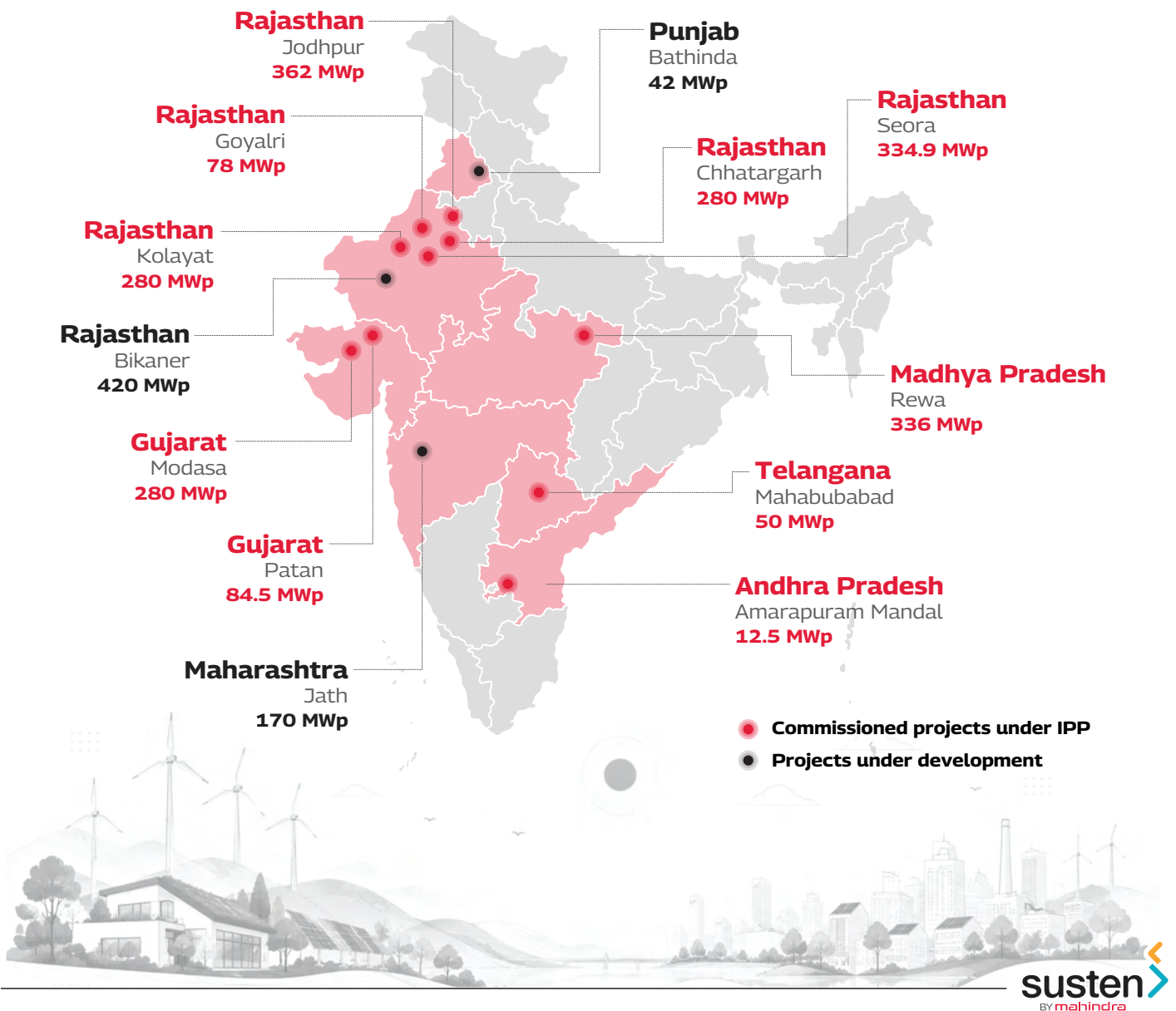
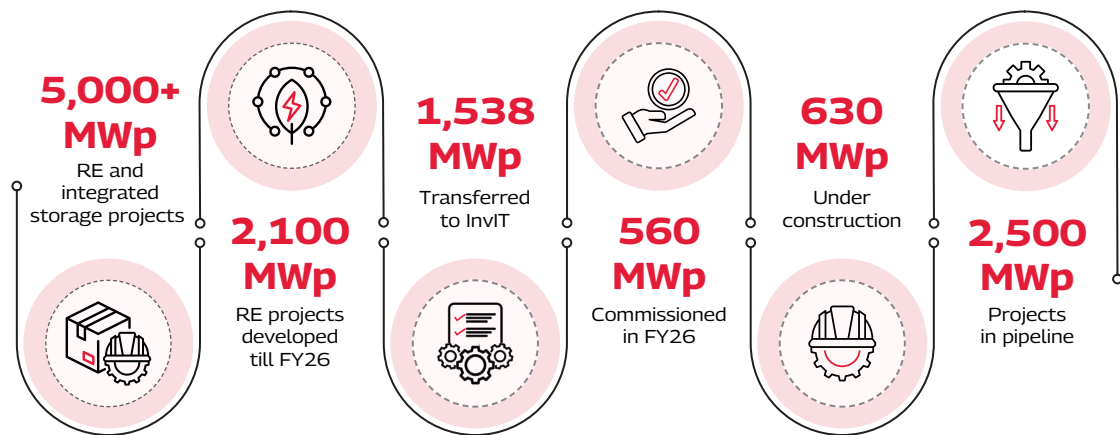




Sustainability Report Highlights 2025-26

Impact at Scale | Purpose at Core

IPP Portfolio At a Glance



Key Highlights and Recognitions

**560
MWp**

of new capacity
commissioned



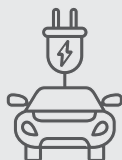
**448.5
million**

Units of clean
electricity generated



**3,18,402
tCO₂e**

Emissions
avoided



ENVIRONMENTAL

12,000

Employee
skilling hours



6,423

Youth trained at
Mahindra Susten Centre of
Excellence



**58.96+
million**

Cumulative
safe working person-hours



20,095

People benefited
through CSR interventions



Benchmark for employee
engagement

4.68/5

MCARES Score

4 consecutive years at the top



SOCIAL



100%

Traceability achieved for
solar modules procured

ISO 9001:2015

Certified for Quality
Management System

ISO 14001:2015

Certified for Environmental
Management System

ISO 45001:2018

Certified for Occupational
Health and Safety
Management System



GOVERNANCE



Quality Excellence
Golden Peacock Award



Technical Excellence and Sustainability
Platinum & Silver Award



Skill Development
Silver Award



Safety Award
British Safety Council



Women Empowerment
Best Organization for Women



CSR Award
Rotary Club Recognition

ENVIRONMENT

SBTi Commitment | Baseline: FY21 | Target: FY30

Scope 1 and 2 absolute emission reduction target by 51.8%
Scope 3 intensity reduction by 51.6% per MWp



Renewable Energy Consumption

33%

of the total electricity consumption is renewable



98%

of the electricity consumption at HO is renewable



Decarbonization through



Reducing emissions at individual project level

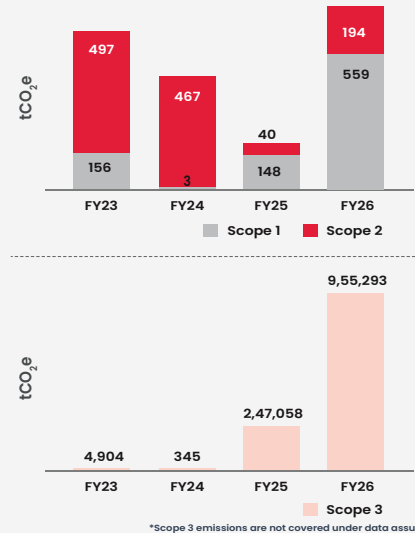


Promoting responsible procurement & local sourcing.



Supporting Customers' Decarbonisation Journeys

Greenhouse Gas (GHG) Emissions Performance



Decarbonisation

CASE STUDY



Reducing Reliance on Diesel

Chhatargarh, Rajasthan

Deployed a solar-diesel hybrid system to reduce diesel dependence during grid outages



Impact - 3 tCO₂e avoided

Cutting Embodied Carbon in Construction Materials

Chhatargarh, Rajasthan

Replaced Ordinary Portland Cement (OPC) with lower-carbon Portland Pozzolana Cement (PPC) to reduce embodied carbon in infrastructure projects



Impact - 5,095 tCO₂e avoided

Building Sustainability into Infrastructure Design

Modasa, Gujarat

Integrated green building and resource-efficiency principles into the design of its solar project infrastructure



Impact: Reduction in energy and water consumption.

Action to Conserve Natural Resources



Water

19,600 kL

Saved through robotic cleaning

- Construction:** Rainwater harvesting systems installed across plants for groundwater recharge.
- Operations:** Robotic dry-cleaning systems deployed to reduce water usage.



Waste

~415.67 tonnes

Waste diverted from landfill

- Battery Optimization:** Robotic cleaners redesigned for lower capacity to reduce waste.
- Brick Reuse:** Recovered bricks from completed projects reused in new pathways.



Biodiversity

1,000+ trees

Retained at Chhatargarh, Rajasthan

- E&S Screening:** Early sensitivity screening conducted before land acquisition.
- Layout Adaptation:** Site layouts designed around existing trees, minimising impact.

SOCIAL

Our People and Learning at Susten



147 new joinees added in FY26, taking total headcount to 443.



Internal Skilling

Core Programs

- Udaan
- Step Up
- Rise to Lead
- Rise to Accelerate
- Technical Training



Group Level

Mahindra Skilling

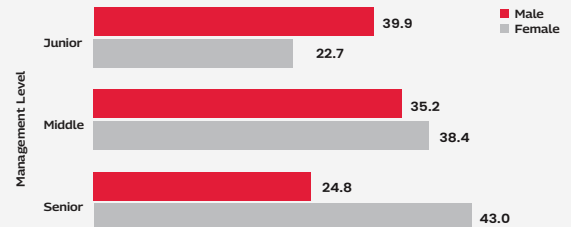
- Future Shapers
- MALT (Accelerated Track)
- WLP (Women Leadership)
- MIQ (Inst. of Quality)



Learning Hours Growth

Increased learning hours across leadership levels

Average annual training hours across management levels



MCARES Survey

100%

Employee participation rate

4.68/5

MCARES Score

86.96

EPS

Safety Training and Performance



Heat Stress Management

- Rescheduled outdoor work hours
- Shaded rest areas
- Hydration stations on-site



HSE Training

50,088

HSE training hours delivered in FY26

100%

HSE induction and toolbox talk coverage



Performance

3.96 Million

Safe working hours achieved

- **Zero Lost Time Injuries**
- **Zero Reportable Cases**
- **Zero High-Consequence Injuries**

Investing in Education: Corporate Social Responsibility

NANHI KALI

779 Girls

Nashik Maharashtra

Supporting underprivileged girls with ten years of uninterrupted formal education to build strong, independent futures.

GYANDEEP

5,771+ Students

Chhatargarh, Rajasthan

Upgrading infrastructure, and modern STEM labs to revitalize community learning systems.

FY26 IMPACT METRICS

- **20,095** Total beneficiaries
- **4,847** ESOP volunteering hours
- **1,275** Employees engaged
- **2** Government schools fully refurbished
- **1** STEM & Chemistry Lab developed in Chhatargarh



Photo by Susten, Children's Day celebration at government school.



Photo by Susten, Tree plantation drive by Susten employees.



Photo by Susten, student explaining the innovation to Susten's team.

GOVERNANCE

Ethics and Business Code of Conduct Coverage

 Employees	 Directors	 Contractors	 Suppliers	 Business Partners	100% of employees successfully completed mandatory training on the Ethics and Code of Conduct frameworks this year.	Zero major penalties or fines from regulators for non-compliance during the reporting period.
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Digital Transformation

CASE STUDY 



Regist: ENTERPRISE AUTOMATION



Unified Digital Platform



Strengthened Governance

Impact: Digitised ESG data management on REgist reducing annual data collation efforts by ~360 person-hours



REDOMS: MODULE TRACEABILITY



End-to-End Visibility



Scale Traceability

Impact: ~3 months reduction in warranty replacement turnaround time for modules

Enterprise Risk Governance



Risk Management Process



We evaluate and rate each risk on a 5-point scale for both impact and likelihood, collate and prioritise it for discussion, and take it through brainstorming and planning to arrive at a mitigation plan, which we then resource and implement.

Sustainability Through Continuous Improvement



Process & Framework

Removing bottlenecks through structured framework and process implementation.

Kaizen Initiatives

Encourages continuous improvement through an annual Kaizen competition across plants.

Annual Kaizen Competition: 60 Submissions and 3 Winning Ideas



Soil erosion prevention, Rajasthan



AC cable routing, Punjab



Regulatory submission tracker, HO

Building a Responsible, Transparent Supply Chain



LOCAL SOURCING

300+

MSME suppliers engaged

98%

of spending on top ten suppliers goes to domestic vendors



SUSTAINABILITY

7

Onsite supplier assessments conducted

33

supplier representatives reached through annual capacity-building



TRANSPARENCY

100%

Traceability achieved for modules

Zero

confirmed child-labour or human-rights violations



Photo by Susten, site image.

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This report has been prepared with reference to the GRI Standards 2021

All figures in the report are current as of 31st March, 2026.

 This report is printed on recycled paper

